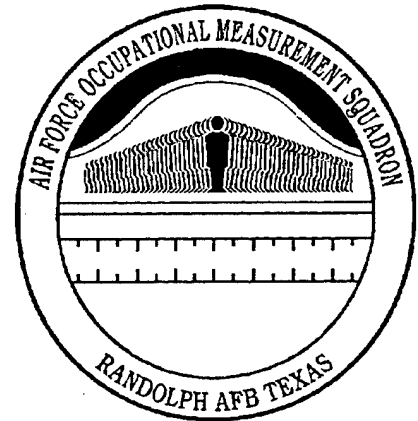


DTIC



**UNITED STATES  
AIR FORCE**



# ***OCCUPATIONAL SURVEY REPORT***

19960724 025

IMAGERY SYSTEMS MAINTENANCE

AFSC 2E5X1

AFPT 90-2E5-067

JUNE 1996

**OCCUPATIONAL ANALYSIS PROGRAM  
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON  
AIR EDUCATION and TRAINING COMMAND  
1550 5th STREET EAST  
RANDOLPH AFB, TEXAS 78150-4449**

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## TABLE OF CONTENTS

|  | <b><u>PAGE<br/>NUMBER</u></b> |
|--|-------------------------------|
| <b>PREFACE .....</b>   | <b>vi</b>                     |
| <b>SUMMARY OF RESULTS .....</b>                                    | <b>viii</b>                   |
| <b>INTRODUCTION .....</b>  | <b>1</b>                      |
| Background.....  | 1                             |
| <b>SURVEY METHODOLOGY .....</b>                                    | <b>2</b>                      |
| Inventory Development.....   | 2                             |
| Survey Administration .....  | 2                             |
| Survey Sample.....   | 3                             |
| Task Factor Administration.....                                    | 3                             |
| <b>SPECIALTY JOBS (Career Ladder Structure).....</b>               | <b>6</b>                      |
| Group Descriptions.....  | 7                             |
| Comparisons of Specialty Jobs.....                                 | 16                            |
| <b>ANALYSIS OF DAFSC GROUPS .....</b>                              | <b>17</b>                     |
| Skill-Level Descriptions.....                                      | 17                            |
| Summary.....   | 21                            |
| <b>ANALYSIS OF AFMAN 36-2108 <i>SPECIALTY DESCRIPTION</i>.....</b> | <b>26</b>                     |
| <b>TRAINING ANALYSIS .....</b>                                     | <b>26</b>                     |
| Task Difficulty (TD) Data .....                                    | 26                            |
| First-Enlistment Personnel .....                                   | 28                            |
| Equipment Usage.....   | 28                            |
| Course Training Standard (CTS) 2E531 .....                         | 28                            |
| Electronic Principles (EP) .....                                   | 38                            |
| <b>ANALYSIS OF MAJOR COMMANDS (MAJCOM) .....</b>                   | <b>38</b>                     |
| <b>JOB SATISFACTION ANALYSIS .....</b>                             | <b>43</b>                     |
| <b>IMPLICATIONS.....</b>   | <b>47</b>                     |

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**TABLE OF CONTENTS**  
(Tables, Figures, Appendices)

|  | <b><u>PAGE<br/>NUMBER</u></b> |
|--|-------------------------------|
| <b>TABLE 1</b> COMMAND DISTRIBUTION OF 2E5X1 PERSONNEL .....   | 4                             |
| <b>TABLE 2</b> PAYGRADE DISTRIBUTION OF SURVEY SAMPLE .....  | 5                             |
| <b>TABLE 3</b> RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS .....   | 8                             |
| <b>TABLE 4</b> SELECTED BACKGROUND DATA FOR SPECIALTY JOBS .....   | 9                             |
| <b>TABLE 5</b> DUTY DISCRIMINATION BETWEEN PHOTOGRAPHIC AND PRINTER<br>SYSTEM INSTALLATION AND MAINTENANCE AND CAMERA AND<br>INFORMATION SYSTEM MAINTENANCE JOBS ..... | 11                            |
| <b>TABLE 6</b> TASK DISCRIMINATION BETWEEN PHOTOGRAPHIC AND PRINTER<br>SYSTEM INSTALLATION AND MAINTENANCE AND CAMERA AND<br>INFORMATION SYSTEM MAINTENANCE JOBS ..... | 12                            |
| <b>TABLE 7</b> TASK DISCRIMINATION BETWEEN SUPERVISORS (ST019) AND<br>MANAGERS (ST024) .....   | 15                            |
| <b>TABLE 8</b> DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS .....   | 18                            |
| <b>TABLE 9</b> RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS .....   | 19                            |
| <b>TABLE 10</b> REPRESENTATIVE TASKS PERFORMED BY 2E531 PERSONNEL .....  | 20                            |
| <b>TABLE 11</b> REPRESENTATIVE TASKS PERFORMED BY DAFSC 2E551 PERSONNEL .....  | 22                            |
| <b>TABLE 12</b> TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSCs 2E531 AND<br>2E551 PERSONNEL (PERCENT MEMBERS PERFORMING) .....  | 23                            |
| <b>TABLE 13</b> REPRESENTATIVE TASKS PERFORMED BY DAFSC 2E571 PERSONNEL .....  | 24                            |
| <b>TABLE 14</b> TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSCs 2E551 AND<br>2E571 PERSONNEL (PERCENT MEMBERS PERFORMING) .....  | 25                            |
| <b>TABLE 15</b> TASKS RATED HIGH IN DIFFICULTY .....   | 27                            |
| <b>TABLE 16</b> RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY FIRST-<br>ENLISTMENT AFSC 2E5X1 PERSONNEL .....  | 29                            |
| <b>TABLE 17</b> MOST COMMONLY PERFORMED TASKS FOR FIRST-ENLISTMENT AFSC<br>2E5X1 PERSONNEL .....   | 30                            |
| <b>TABLE 18</b> IMAGERY SYSTEMS MAINTENANCE EQUIPMENT OPERATED AND/OR<br>MAINTAINED BY 30 PERCENT OR MORE FIRST-ENLISTMENT AFSC<br>2E5X1 PERSONNEL .....               | 31-32                         |
| <b>TABLE 19</b> CTS ITEMS NOT SUPPORTED BY OSR DATA .....  | 33-37                         |

**TABLE OF CONTENTS (CONTINUED)**  
(Tables, Figures, Appendices)

|   | <b>PAGE<br/>NUMBER</b> |
|---|------------------------|
| <b>TABLE 20</b> EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE 2E5X1 GROUP MEMBERS BUT NOT REFERENCED TO CTS .....                   | 39                     |
| <b>TABLE 21</b> 2E5X1 ELECTRONIC PRINCIPLES ITEMS WITH 50 PERCENT OR MORE PERFORMING .....  | 40-41                  |
| <b>TABLE 22</b> PERCENTAGE OF TIME SPENT ON DUTIES BY MAJCOM GROUPS.....  | 42                     |
| <b>TABLE 23</b> COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS (PERCENT MEMBERS RESPONDING) .....                                      | 44                     |
| <b>TABLE 24</b> COMPARISON OF JOB SATISFACTION INDICATORS FOR 2E5X1 TAFMS GROUPS IN CURRENT AND PREVIOUS STUDY (PERCENT MEMBERS RESPONDING) ..... | 45                     |
| <b>TABLE 25</b> JOB SATISFACTION FOR SPECIALTY JOBS.....  | 46                     |
| <br><b>FIGURE 1</b> AFSC 2E5X1 CAREER LADDER STRUCTURE.....   | <br>7                  |
| <b>APPENDIX A</b> SELECTED REPRESENTATIVE TASKS PERFORMED BY SPECIALTY JOB GROUPS .....   | 48                     |

## PREFACE

This report presents the results of an Air Force Occupational Survey of the Imagery Systems Maintenance career ladder, Air Force Specialty Code (AFSC) 2E5X1. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The survey instrument was developed by 1Lt Jeffrey W. Voetberg, Inventory Development Specialist, with computer programming support furnished by Ms. Olga L. Velez. Mr. Richard G. Ramos provided administrative support. Ms. Christine G. Garcia, Occupational Analyst, analyzed the data and wrote the final report. This report has been reviewed and approved by Mr. James B. Keeth, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449 (DSN 487-6623).

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## SUMMARY OF RESULTS

1. Survey Coverage: The Imagery Systems Maintenance career ladder was surveyed to provide current job and task data. Survey results are based on responses from 89 members (61 percent of the total assigned personnel). The sample satisfactorily represents the career ladder population.
2. Specialty Jobs: Structure analysis identified two clusters and two jobs within each cluster. One of the clusters Imagery Systems Maintenance Technician is almost totally oriented toward technical task performance. The other cluster, Supervisor/Manager, is primarily supervisory and management in nature. Within each of these clusters are contained two jobs. The technician cluster is separated by the equipment maintained and the time spent on specific equipment. The supervisory cluster divided according to depth of supervisory duties performed.
3. Career Ladder Progression: Skill level progression for members of the AFSC 2E5X1 career ladder is typical of most career ladders. Three-skill level personnel spend the vast majority of their job time performing technical tasks involving maintenance of a wide variety of imagery systems equipment. At the 5-skill level, personnel are still heavily involved with imagery systems equipment maintenance. Seven-skill level personnel reflect a shift toward supervisory and management work, although many are involved with technical work. The exception to this trend is primarily seen in small imagery shops where the maintenance jobs are often shared.
4. AFMAN 36-2108 Specialty Description: The description accurately describes the technical and supervisory aspects of jobs at the various levels.
5. Training Analysis: The AFSC 2E531 Course Training Standard in the Imagery Systems Career Field Education and Training Plan is generally supported by survey data. However, a few elements were not supported and require review by training personnel and subject-matter experts.
6. Implications: Survey results indicate the present classification structure is supported by survey data. Career ladder training documents are well supported by survey data. Training documents should be reviewed with the OSR data and the EPI responses to evaluate if additional electronic training is required. This is especially true if the AFSC 2E5X1 career ladder is merged with the Television and Intrusion Detection (AFSC 2E1X4) career ladder.

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**OCCUPATIONAL SURVEY REPORT (OSR)  
IMAGERY SYSTEMS MAINTENANCE CAREER LADDER  
AFSC 2E5X1**

**INTRODUCTION**

This is a report of an occupational survey of the Imagery Systems Maintenance career ladder completed by the Air Force Occupational Measurement Squadron. This survey was conducted to collect current data for use in validating career ladder documents and training programs. Survey data will also be used as input to a proposed merger between the Imagery Systems Maintenance, AFSC 2E5X1, and the Television and Intrusion Detection, AFSC 2E1X4, career ladders. The last occupational survey for this career ladder was published in September 1992.

Background

As described in the AFMAN 36-2108 *Specialty Description*, dated 31 October 1994, AFSC 2E5X1 personnel are responsible for installing, maintaining, inspecting, testing, calibrating, repairing, and modifying combat cameras and other imagery related equipment. They are also responsible for preparing and maintaining deployable imagery equipment, facilities and supportive equipment. Equipment maintained by the AFSC 2E5X1 personnel vary from cameras, projectors, processing and printing equipment, electronic imaging and video equipment to mobile processors used to support reconnaissance missions.

The sequence of technical training for this AFSC begins with course L3AQR2E531 100, Electronic Principles, a 74-day course taught at Lackland AFB TX. Upon completion of this course, students proceed to the Basic Imagery Systems Maintenance course AFIS-BISM, a 41-day course taught at the Defense Photography School, at Pensacola NAS FL. Students leave AFIS-BISM with a 3-skill level and either proceed to their first duty assignment or attend the follow-up Advanced Imagery Systems course (number AFIS-AISM), an 18-day course that is also taught at Pensacola NAS. Entry into the career ladder currently requires an Armed Services Vocational Aptitude Battery Electrical score of 39 and a Strength Factor of "J" (weight lift of 60 lbs).

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## SURVEY METHODOLOGY

### Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Air Force Personnel Test 90-2E5-067, dated March 1995. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 25 subject-matter experts (SMEs) at the technical training location and at the installations listed in the chart below:

| BASE              | UNIT VISITED                  | REASON FOR VISIT  |
|-------------------|-------------------------------|---|
| Pensacola NAS FL  | 315 TS/DODA                   | Resident Technical Training Location                                      |
| Offutt AFB NE     | US STRATCOM<br>55 CS<br>20 IS | Typical maintenance sights  |
| Vandenberg AFB CA | 30 CS/SCVSS                   | Maintains motion picture cameras for shuttle                              |
| Beale AFB CA      | 9 IS/INX                      | Maintains the mobile processor used to support the reconnaissance mission |

The resulting JI contains a comprehensive listing of 631 tasks grouped under 15 duty headings and a background section containing 48 questions requesting such information as: grade; duty title; organizational level; functional area; processors, photographic, and graphic equipment maintained; field-related courses completed; and Electronic Principles (EP) employed by members of the career ladder.

### Survey Administration

From May through July 1995, Survey Control Monitors at base training offices worldwide administered the inventory to eligible AFSC 2E5X1 personnel. Members eligible for the survey consisted of the total assigned population of the career ladder, excluding the following: (1) hospitalized personnel; (2) personnel in transition for a permanent change of station; (3) personnel retiring within the time the inventories were administered to the field; and (4) personnel in their jobs less than 6 weeks. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX.

Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent).

To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

### Survey Sample

Personnel were selected to participate in this survey to ensure an accurate representation across major commands (MAJCOM) and paygrade groups. All AFSC 2E5X1 personnel with a DAFSC of 2E531, 2E551, and 2E571 were mailed survey booklets. Table 1 reflects the percentage distribution, by MAJCOM, of assigned AFSC 2E5X1 personnel as of March 1995. The 89 respondents in the final sample represent 61 percent of the total assigned personnel. Table 2 reflects the paygrade distribution for these AFSC 2E5X1 personnel. As reflected in both tables, the survey sample accurately reflects the overall AFSC 2E5X1 population.

### Task Factor Administration

While most participants in the survey process completed a USAF JI, selected senior AFSC 2E5X1 personnel were also asked to complete booklets rendering judgments on task training emphasis (TE) or task difficulty (TD). The TE and TD booklets were processed separately from the job inventories. The information gained from these task factor data is used in various analyses and is a valuable part of the training decision process.

Training Emphasis (TE). TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 24 senior AFSC NCOs who completed a TE booklet were asked to select tasks they felt required some sort of structured training for entry-level personnel, and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident technical schools, field training detachments, mobile training teams, formal on-the-job training (OJT), or any other organized training method. The interrater reliability for these raters was not acceptable, indicating there was not satisfactory agreement among raters as to which tasks required some form of structured training and which did not. Hence, TE data will not be reported in this survey.

TABLE 1

## COMMAND DISTRIBUTION OF 2E5X1 PERSONNEL

| COMMAND   | PERCENT OF ASSIGNED | PERCENT OF SAMPLE |
|-----------|---------------------|-------------------|
| ACC       | 30                  | 26                |
| AMC       | 11                  | 9                 |
| AFSPACCOM | 9                   | 9                 |
| USEUC     | 8                   | 8                 |
| STRATCOM  | 8                   | 10                |
| USAFE     | 6                   | 8                 |
| PACAF     | 6                   | 9                 |
| AETC      | 5                   | 3                 |
| AIA       | 4                   | 6                 |
| PACOM     | 4                   | 5                 |
| AFSOC     | 3                   | 2                 |
| AFMC      | 3                   | 3                 |
| OTHER     | 3                   | 2                 |

TOTAL ASSIGNED\* = 145

TOTAL SURVEYED\*\* = 125

TOTAL IN SURVEY SAMPLE = 89

PERCENT OF ASSIGNED IN SAMPLE = 61%

PERCENT OF SURVEYED IN SAMPLE = 71%

\* Assigned strength as of March 1995

\*\* Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

**TABLE 2**  
**PAYGRADE DISTRIBUTION OF SURVEY SAMPLE**

| GRADE     | PERCENT OF ASSIGNED | PERCENT OF SAMPLE |
|-----------|---------------------|-------------------|
| E-1 - E-3 | 8                   | 9                 |
| E-4       | 24                  | 27                |
| E-5       | 35                  | 33                |
| E-6       | 17                  | 18                |
| E-7       | 11                  | 12                |
| E-8       | 4                   | 1                 |
| E-9       | 1                   | 0                 |
| TOTAL     | 100                 | 100               |

\* Assigned strength as of March 1995

Task Difficulty (TD). TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 35 senior NCOs who completed TD booklets were asked to rate the difficulty of each tasks using a 9-point scale (extremely low to extremely high). Interrater reliability was acceptable. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

## **SPECIALTY JOBS** (Career Ladder Structure)

A USAF Occupational Analysis begins with an examination of the career ladder structure. The structure of jobs within the Imagery Systems Maintenance career ladder was examined on the basis of similarity of tasks performed and the percent of time spent ratings provided by job incumbents, independent of other specialty background factors.

Each individual in the sample performs a set of tasks called a *Job*. For the purpose of organizing individual jobs into similar units of work, an automated job clustering program is used. This hierarchical grouping program is a basic part of the Comprehensive Occupational Data Analysis Program system for job analysis. Each individual job description (all the tasks performed by that individual and the relative amount of time spent on those tasks) in the sample is compared to every other job description in terms of tasks performed and the relative amount of time spent on each task in the JI. The automated system is designed to locate the two job descriptions with the most similar tasks and percent time ratings, and combine them to form a composite job description. In successive stages, new members are added to initial groups, or new groups are formed based on the similarity of tasks performed and similar time ratings in the individual job descriptions.

The analysis procedure described above identified two jobs within the survey sample. The division of jobs performed by AFSC 2E5X1 personnel is illustrated in Figure 1, and a listing of those jobs is provided below. The stage (STG) number shown beside each title is a reference to computer-printed information; the number of personnel in each group or stage (N) is also shown.

### **I. IMAGERY SYSTEMS MAINTENANCE TECHNICIAN (STG011, N=59)**

#### **A. Photographic and Printer System Installation and Maintenance (STG016, N=15)**



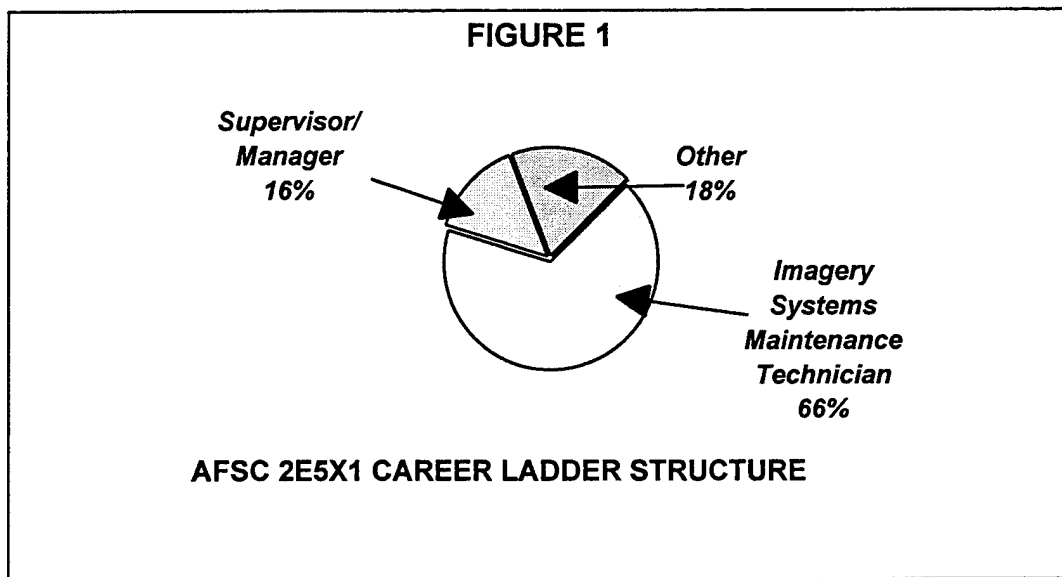
B. Camera and Information System Maintenance (STG014, N= 44)

II. SUPERVISOR/MANAGER CLUSTER (STG015, N=14)

A. Supervisor (STG019, N=9)

B. Manager (STG024, N=5)

The respondents forming these clusters account for 82 percent of the survey sample. The remaining 18 percent were performing tasks that did not group with any of the defined jobs. Some examples of job titles cited by respondents who did not group include Facility Superintendent, Chief Maintenance Quality Control, and Light Table Maintenance Journeyman.



Group Descriptions

The following paragraphs contain brief descriptions of the jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of each cluster. Selected background data for these cluster are provided in Table 4. Representative tasks performed by job incumbents are listed in Appendix A.

I. IMAGERY SYSTEMS MAINTENANCE TECHNICIAN CLUSTER (STG011 N=59). The airmen forming this cluster are responsible for the core work of the career ladder. Sixty-six percent of career ladder personnel surveyed work in this cluster and are responsible for maintaining a wide range of imagery systems equipment such as: processors, projectors, printers, still cameras, and audiovisual and multimedia sound equipment.

TABLE 3

## RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

| DUTIES |   | Imagery Systems<br>Maintenance<br>Technician<br>(STG011)<br>(N=59) | Supervisor/<br>Manager<br>(STG015)<br>(N=14) |
|--------|---|--|--|
| A      | ORGANIZING AND PLANNING   | 5  | 20   |
| B      | DIRECTING AND IMPLEMENTING  | 4  | 18   |
| C      | INSPECTING AND EVALUATING   | 2  | 16   |
| D      | TRAINING  | 2  | 8  |
| E      | PERFORMING GENERAL ADMINISTRATIVE OR<br>SUPPLY ACTIVITIES                 | 8  | 10   |
| F      | PERFORMING GENERAL IMAGERY SYSTEMS<br>MAINTENANCE                         | 6  | 3  |
| G      | INSTALLING AND MAINTAINING<br>PHOTOGRAPHIC PROCESSING EQUIPMENT           | 16   | 6  |
| H      | INSTALLING AND MAINTAINING<br>PHOTOGRAPHIC SUPPORT EQUIPMENT              | 18   | 7  |
| I      | MAINTAINING PRINTER SYSTEMS   | 8  | 4  |
| J      | MAINTAINING STILL CAMERA SYSTEMS  | 12   | 4  |
| K      | INSTALLING MOTION PICTURE CAMERAS   | 1  | 1  |
| L      | MAINTAINING GENERAL CAMERA EQUIPMENT                                      | 3  | 1  |
| M      | MAINTAINING AUDIOVISUAL AND<br>MULTIMEDIA SOUND EQUIPMENT                 | 11   | 2  |
| N      | MAINTAINING MOBILE INTELLIGENCE<br>PROCESSING EXPLOITATION SYSTEM (MIPES) | *  | 1  |
| O      | MAINTAINING GRAPHICS EQUIPMENT  | 5  | 0  |

\* Denotes less than 1 percent

NOTE: Columns may not add exactly to 100 percent due to rounding

TABLE 4

## SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

|   | Imagery Systems Maintenance<br>Technician | Supervisor /Manager |
|---|---|---------------------|
| NUMBER IN GROUP                                 | 59  | 14                  |
| PERCENT OF SAMPLE                               | 66%                                       | 16%                 |
| PERCENT IN CONUS                                | 64%                                       | 64%                 |
| DAFSC DISTRIBUTION:                             |   |                     |
| 2E531   | 10%                                       | 0%                  |
| 2E551   | 46%                                       | 0%                  |
| 2E571   | 44%                                       | 93%                 |
| PAYGRADE DISTRIBUTION                           |   |                     |
| E-1 to E-3                                      | 5%  | 0%                  |
| E-4   | 39%                                       | 0%                  |
| E-5   | 41%                                       | 7%                  |
| E-6   | 10%                                       | 50%                 |
| E-7   | 5%  | 36%                 |
| E-8   | 0%  | 7%                  |
| AVERAGE MONTHS IN CAREER<br>FIELD               | 111                                       | 189                 |
| AVERAGE MONTHS IN SERVICE                       | 117                                       | 209                 |
| PERCENT IN FIRST ENLISTMENT<br>(1-48 MOS TAFMS) | 17%                                       | 0%                  |
| PERCENT SUPERVISING                             | 17%                                       | 86%                 |
| AVERAGE NUMBER OF TASKS<br>PERFORMED            | 177                                       | 127                 |

The job is highly technical, with 80 percent of the relative job time devoted to the performance of technical and general maintenance activities. The duties with high percent time spent are listed in the chart below.

| IMAGERY SYSTEMS MAINTENANCE TECHNICIAN CLUSTER<br>(N=59) |  | Average Percent Time<br>Spent by All Members |
|--|--|--|
|  | <i>Duty</i>  |  |
| H.   | Installing and Maintaining Photographic Support Equipment    | 18%  |
| G.   | Installing and Maintaining Photographic Processing Equipment | 17%  |
| J.   | Maintaining Still Camera Systems                             | 12%  |
| M.   | Maintaining Audiovisual and Multimedia Sound Equipment       | 11%  |

Personnel in this cluster perform an average of 177 tasks. Representative tasks performed include:

- troubleshoot processor or mini-lab electrical or electronic systems
- perform PMIs on processors or mini-labs
- troubleshoot mini-lab printer system components
- perform corrosion control on imagery systems equipment
- perform operational checks on video cassette recorders
- perform operational checks on studio lighting equipment
- perform PMIs on overhead projectors

Within this cluster, two distinct jobs were identified and warrant discussion. These were (A) the Photographic and Printer System Installation and Maintenance Job; and (B) the Camera and Information System Maintenance Job. Duty differences between these two jobs can be seen in Table 5. Task differences are shown in Table 6.

A. Photographic and Printer System Installation and Maintenance Job (STG016, N=15). Personnel in this job perform an average of number of 146 tasks. They spend more of their time installing and maintaining photographic processing equipment, photographic support equipment, and printer systems.

TABLE 5

**DUTY DISCRIMINATION BETWEEN PHOTOGRAPHIC AND  
PRINTER SYSTEM INSTALLATION AND MAINTENANCE  
AND CAMERA AND INFORMATION SYSTEM MAINTENANCE JOBS**

| <b><u>DUTIES</u></b>  | <b><u>RELATIVE PERCENT TIME SPENT ON</u></b>  |  |
|---|---|--|
|   | <b><u>Photographic and Printer<br/>System Installation and<br/>Maintenance (STG016)</u></b> | <b><u>Camera and Information<br/>System Maintenance<br/>(STG014)</u></b> |
| <i>G Installing and Maintaining Photographic<br/>Processing Equipment</i> | 24  | 13   |
| <i>H Installing and Maintaining Photographic<br/>Support Equipment</i>    | 29  | 14   |
| <i>I Maintaining Printer Systems</i>                                      | 15  | 5  |
| <i>J Maintaining Still Camera Systems</i>                                 | 3   | 15   |
| <i>L Maintaining General Camera Equipment</i>                             | 1   | 4  |
| <i>M Maintaining Audiovisual and Multimedia<br/>Sound Equipment</i>       | 1   | 14   |
| <i>O Maintaining Graphics Equipment</i>                                   | *   | 7  |

\* Denotes less than 1 percent

TABLE 6

**TASK DISCRIMINATION BETWEEN PHOTOGRAPHIC AND  
PRINTER SYSTEM INSTALLATION AND MAINTENANCE AND  
CAMERA AND INFORMATION SYSTEM MAINTENANCE JOBS**

| TASK<br>NO. | TASK STATEMENT   | Percent Members<br>Performing Tasks  |   |
|-------------|--|--|---|
|             |  | <i>Photographic and<br/>Printer System<br/>Installation and<br/>Maintenance<br/>(STG016)</i> | <i>Camera and<br/>Information<br/>System<br/>Maintenance<br/>(STG014)</i> |
| I307        | Perform PMIs on continuous contact printers                        | 87   | 5   |
| I330        | Troubleshoot continuous contact printer electronic systems         | 87   | 5   |
| I331        | Troubleshoot continuous contact printer mechanical systems         | 80   | 5   |
| I303        | Perform operational checks on continuous contact printers          | 87   | 11  |
| I296        | Adjust continuous contact printers                                 | 80   | 9   |
| I320        | Remove or install continuous contact printer mechanical systems    | 80   | 9   |
| I319        | Remove or install continuous contact printer electronic components | 80   | 9   |
| I299        | Calibrate continuous contact printers                              | 73   | 5   |
| J390        | Troubleshoot small-format camera body components                   | 13   | 82  |
| J358        | Perform PMIs on medium-format cameras                              | 13   | 82  |
| J351        | Perform operational checks on medium-format cameras                | 7  | 80  |
| M512        | Troubleshoot slide projectors                                      | 20   | 93  |
| J353        | Perform operational checks on small-format cameras                 | 13   | 89  |
| J360        | Perform PMIs on small-format cameras                               | 7  | 86  |

B. Camera and Information System Maintenance Job (STG014, N=44). In this job, AFSC 2E5X1 personnel perform an average of 188 tasks. Members of this job spend more of their time maintaining still camera systems, general camera and graphic equipment, and audiovisual and multimedia sound equipment.

Eighty percent of the personnel in this cluster have the paygrade of either E-4 or E-5. Forty-six percent hold the 5-skill level, and 44 percent hold the 7-skill level (see Table 4).

II. SUPERVISOR/MANAGER CLUSTER (STG015, N=14). The members of this cluster represent 16 percent of the survey sample and are senior-level personnel who primarily supervise personnel or manage functions within the career ladder. Sixty-two percent of their relative job time is spent in duties A, B, C, and D (see chart below). Eighty-six percent indicated they directly supervise other personnel.

| MANAGER/SUPERVISOR CLUSTER<br>(N=14) |   |
|--------------------------------------|---|
| <u>Duty</u>                          | Average Percent Time Spent by All<br><u>Members</u> |
| A. Organizing and Planning           | 20  |
| B. Directing and Implementing        | 18  |
| C. Inspecting and Evaluating         | 16  |
| D. Training                          | 8   |

Personnel in this cluster perform an average of 127 tasks. Representative tasks performed include:

- establish performance standards for subordinates
- evaluate personnel for promotion, demotion, reclassification, or special awards
- write EPRs
- evaluate personnel for compliance with performance standards
- assign personnel to work areas or duty positions
- inspect personnel for compliance with military standards
- supervise military personnel with AFSCs other than AFSC 2E5X1

Eighty-six percent of the personnel in cluster have the paygrade of E-6 or E-7. Ninety-three percent hold the 7-skill level. As mentioned earlier, there were two jobs identified in this cluster: Supervisors and Managers.

A. Supervisors (STG019, N= 9). Members of this job perform a mixture of both supervisory and technical tasks. They perform an average of 160 tasks. Commonly performed tasks include:

- remove or install processor general electrical or electronic components
- maintain job control logs
- evaluate progress of trainees
- develop or establish work methods or procedures
- counsel subordinates concerning personal matters
- plan or schedule work assignments or priorities

B. Managers (STG024, N=5). This job involves the performance of an average of 66 tasks. Eighty-six percent of their job time is spent in administrative duties A through D. Managers do fewer tasks than Supervisors and spend the majority of time doing executive-type duties. This job is likely to be in a larger facility or an interservice facility where there are enough personnel to separate the duty responsibilities. Representative tasks performed by members of this job include:

- supervise military personnel with AFSCs other than AFSC 2E5X1
- establish performance standards for subordinates
- interpret policies, directives, or procedures for subordinates
- write EPRs
- establish performance standards for subordinates
- evaluate personnel for promotions, demotion, reclassification, or special awards
- conduct performance evaluation feedback sessions

Duty differences between these two distinct jobs can be seen in the chart seen below. The task differences are shown on Table 7.



TABLE 7

**TASK DISCRIMINATION BETWEEN  
SUPERVISORS (ST019) AND MANAGERS (ST024)**

| <u>TASK STATEMENT</u> |   | <u>Percent Members<br/>Performing Tasks</u> |                       |
|-----------------------|---|---|-----------------------|
|                       |   | <u>Supervisor</u>                           | <u>Manager</u>        |
|                       |   | <u>ST019</u><br>(N=9)                       | <u>ST024</u><br>(N=5) |
| G159                  | Remove or install processor general electrical or electronic components                           | 100   | 0                     |
| E114                  | Maintain job control logs   | 100   | 0                     |
| F132                  | Remove or install general electrical hardware, such as switches or plugs                          | 89  | 0                     |
| G145                  | Connect or disconnect processor water-mixing valves.  | 78  | 0                     |
| G139                  | Adjust processor water temperature control meters   | 78  | 0                     |
| E106                  | Annotate PMI logs, forms, or charts   | 78  | 0                     |
| G143                  | Connect or disconnect processor heat-sensing devices  | 78  | 0                     |
| F136                  | Troubleshoot electrical motors  | 78  | 0                     |
| G140                  | Calibrate processor speed control indicators  | 78  | 0                     |
| D100                  | Plan or schedule training, such as OJT or ancillary training                                      | 78  | 0                     |
| G156                  | Remove or install processor dryer system components, other than rollers or roller bearing systems | 78  | 0                     |
| D85                   | Conduct on-the-job training (OJT)   | 89  | 0                     |
| E115                  | Maintain maintenance record files or forms  | 89  | 0                     |
| G141                  | Calibrate processor temperature control gauges  | 67  | 0                     |
| B54                   | Supervise military personnel with AFSCs other than AFSC 2E5X1                                     | 22  | 100                   |
| B32                   | Coordinate installation of power or water supplies with base civil engineer (BCE)                 | 22  | 80                    |
| C74                   | Indorse enlisted performance reports (EPRs)   | 33  | 80                    |
| C64                   | Evaluate job or positions descriptions  | 56  | 100                   |
| A10                   | Develop resource protection programs  | 22  | 60                    |
| A4                    | Determine or establish publication requirements   | 44  | 80                    |
| C80                   | Write recommendations for awards or decorations   | 67  | 100                   |

## DUTY DISCRIMINATION BETWEEN SUPERVISORS AND MANAGERS

| <i>DUTY TITLES</i>  | <i>RELATIVE PERCENT TIME SPENT ON DUTIES</i> |                          |
|---|--|--------------------------|
|   | <i>Supervisors (STG019)</i>                  | <i>Managers (STG024)</i> |
| <i>H Installing and Maintaining Photographic Support Equipment</i>    | <i>11</i>                                    | <i>1</i>                 |
| <i>G Installing and Maintaining Photographic Processing Equipment</i> | <i>9</i>                                     | <i>1</i>                 |
| <i>B Directing and Implementing</i>                                   | <i>14</i>                                    | <i>25</i>                |
| <i>A Organizing and Planning</i>                                      | <i>15</i>                                    | <i>28</i>                |
| <i>C Evaluating and Inspecting</i>                                    | <i>1</i>                                     | <i>4</i>                 |
| <i>D Training</i>   | <i>9</i>                                     | <i>6</i>                 |

### Comparisons of Specialty Jobs

Utilizing the special job-identifying techniques described at the beginning of this section, two jobs were identified in the career ladder structure analysis. One of the jobs, Imagery Systems Maintenance Technician, was directly involved in performing the full range of duties and responsibilities of Imagery Systems Maintenance. The other job, Supervisor/Manager, was distinct due to the predominance of supervision, management, and training-type tasks performed.

| <b>JOB SPECIALTY COMPARISONS BETWEEN CURRENT AND 1991 SURVEYS</b> |                                  |  |                                  |
|---|----------------------------------|--|----------------------------------|
| <b>CURRENT SURVEY<br/>(N= 89)</b>                                 | <b>PERCENT<br/>OF<br/>SAMPLE</b> | <b>1992 SURVEY<br/>(N=180)</b>                 | <b>PERCENT<br/>OF<br/>SAMPLE</b> |
| Imagery Systems Maintenance Technician                            | 66%                              | Photographic Support Equipment Maintenance Job | 44%                              |
|   |                                  | Audiovisual Equipment Maintenance Job          | 31%                              |
|   |                                  | Motion Picture Camera Maintenance Job          | 4%                               |
|   |                                  | Light Table Maintenance Job                    | 3%                               |
| Not matched   |                                  | Instructor Job                                 | 3%                               |
| Supervisor /Manager   | 16%                              | Supervision/Management Cluster                 | 14%                              |

The results of the specialty job analysis were compared to those of the last Imagery Systems Maintenance OSR published in 1992. In both surveys, a large group of Imagery Systems Maintenance personnel were identified as the core job. This core job comprised 82 percent of the 1992 sample, compared to the 66 percent of the 1995 sample.

## ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Specialty Descriptions*, and the Career Field Education and Training Plan (CFETP), reflect what career ladder personnel are actually doing in the field.

The distribution of skill-level groups across the career ladder jobs is displayed in Table 8, while Table 9 offers another perspective by displaying the relative percent time spent on each duty across the skill-level groups.

A typical pattern of progression is noted within the AFSC 2E5X1 career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time on technical tasks involving the maintenance of imagery systems equipment. As incumbents move up to the 7-skill level, higher percentages work in the Supervision and Management Job, but many personnel still spend some time maintaining or repairing imagery equipment.

### Skill-Level Descriptions

DAFSC 2E531. Representing 14 percent of the survey sample, the 12 airmen in this group perform an average of 127 tasks. Personnel in this group spend most of their job time installing and maintaining photographic support and processing equipment, audiovisual and multimedia sound equipment, still cameras, and printer systems (see Table 9).

As shown in Table 8, 75 percent of the 3-skill level personnel were identified in the core Imagery Systems Maintenance Technician Cluster. The other 25 percent (3 persons) did not group into any of the jobs identified.

Fifty-four percent of the time spent by the 3-skill level group are in technical duties H (Installing and Maintaining Photographic Support Equipment), G (Installing and Maintaining Photographic Processing Equipment), and M (Maintaining Audiovisual and Multimedia Sound Equipment) (see Table 9). Representative tasks performed by 3-skill level incumbents are listed in Table 10.

**TABLE 8**  
**DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS**

| <b>SPECIALTY JOBS</b>                     | <b>DAFSC<br/>2E531<br/>(N=12)</b> | <b>DAFSC<br/>2E551<br/>(N=58)</b> | <b>DAFSC<br/>2E571<br/>(N=18)</b> |
|---|-----------------------------------|-----------------------------------|-----------------------------------|
| I. Imagery Systems Maintenance Technician | 75%                               | 75%                               | 33%                               |
| II. Supervisor/ Manager                   | 0%                                | 5%                                | 56%                               |
| III. Other                                | 25%                               | 20%                               | 11%                               |

TABLE 9

## RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

| DUTIES  | DAFSC<br>2E531<br>(N=12) | DAFSC<br>2E551<br>(N=58) | DAFSC<br>2E571<br>(N=18) |
|---|--------------------------|--------------------------|--------------------------|
|   |                          |                          |                          |
| A ORGANIZING AND PLANNING   | 3                        | 8                        | 14                       |
| B DIRECTING AND IMPLEMENTING  | 2                        | 7                        | 13                       |
| C INSPECTING AND EVALUATING   | 1                        | 5                        | 10                       |
| D TRAINING  | 1                        | 2                        | 6                        |
| E PERFORMING GENERAL ADMINISTRATIVE OR<br>SUPPLY ACTIVITIES                 | 8                        | 8                        | 9                        |
| F PERFORMING GENERAL IMAGERY SYSTEMS<br>MAINTENANCE                         | 8                        | 5                        | 4                        |
| G INSTALLING AND MAINTAINING PHOTOGRAPHIC<br>PROCESSING EQUIPMENT           | 19                       | 12                       | 8                        |
| H INSTALLING AND MAINTAINING PHOTOGRAPHIC<br>SUPPORT EQUIPMENT              | 25                       | 16                       | 12                       |
| I MAINTAINING PRINTER SYSTEMS   | 9                        | 6                        | 6                        |
| J MAINTAINING STILL CAMERA SYSTEMS  | 9                        | 10                       | 6                        |
| K INSTALLING MOTION PICTURE CAMERAS   | *                        | 1                        | 1                        |
| L MAINTAINING GENERAL CAMERA EQUIPMENT                                      | 3                        | 3                        | 2                        |
| M MAINTAINING AUDIOVISUAL AND MULTIMEDIA<br>SOUND EQUIPMENT                 | 10                       | 11                       | 7                        |
| N MAINTAINING MOBILE INTELLIGENCE PROCESSING<br>EXPLOITATION SYSTEM (MIPES) | *                        | *                        | *                        |
| O MAINTAINING GRAPHICS EQUIPMENT  | 1                        | 4                        | 3                        |

\* Denotes less than .5 percent

NOTE: Columns may not add exactly to 100 percent due to rounding

**TABLE 10**  
**REPRESENTATIVE TASKS PERFORMED BY 2E531 PERSONNEL**

| <b>TASK<br/>NUMBER</b> | <b>TASK STATEMENT<br/>2E531</b>  | <b>PERCENT<br/>MEMBERS<br/>PERFORMING<br/>(N=12)</b> |
|------------------------|--|--|
| G150                   | Perform PMIs on processors or mini-labs  | 100  |
| H201                   | Perform operational checks on densitometers  | 83   |
| G171                   | Troubleshoot processor or mini-lab electrical or electronic systems                      | 83   |
| F133                   | Remove or install power cords  | 83   |
| F132                   | Remove or install general electrical hardware, such as switches or plugs                 | 83   |
| E111                   | Research technical orders or supply catalogs to locate or identify part or stock numbers | 83   |
| M511                   | Troubleshoot overhead projectors   | 75   |
| M472                   | Adjust overhead projectors   | 75   |
| G170                   | Troubleshoot processor or mini-lab drive systems   | 75   |
| G164                   | Remove or install processors   | 75   |
| G162                   | Remove or install processor rollers or roller bearing system components                  | 75   |
| G159                   | Remove or install processor general electrical or electronic components                  | 75   |
| F130                   | Perform corrosion control on imagery systems equipment                                   | 75   |
| F128                   | Pack or unpack imagery systems equipment   | 75   |
| F127                   | Measure and cut copper, stainless steel, or PVC tubing                                   | 75   |
| E110                   | Inventory equipment, tools, or supplies  | 75   |
| M512                   | Troubleshoot slide projectors  | 67   |
| M502                   | Remove or install overhead projector components  | 67   |
| M494                   | Perform PMIs on slide projectors   | 67   |
| M473                   | Adjust slide projectors  | 67   |
| I311                   | Remove or install black and white projection printer mechanical components               | 67   |
| H232                   | Perform PMIs on light tables   | 67   |
| H213                   | Perform operational checks on silver recovery units                                      | 67   |
| H208                   | Perform operational checks on light tables   | 67   |
| H190                   | Calibrate densitometers  | 67   |
| G169                   | Troubleshoot processor or mini-lab chemical replenishing systems                         | 67   |
| G155                   | Remove or install processor drive system components                                      | 67   |
| G149                   | Perform operational checks on processors or mini-labs                                    | 67   |
| G146                   | Connect or disconnect processors to or from external electrical power                    | 67   |
| G138                   | Adjust processor drive system components   | 67   |
| F136                   | Troubleshoot electrical motors   | 67   |
| F123                   | Cement polyvinyl-chloride (PVC) tubing   | 67   |
| E116                   | Maintain technical order (TO) or commercial publication files                            | 67   |
| E106                   | Annotate PMI logs, forms, or charts  | 67   |

\* Average Number of Tasks Performed

DAFSC 2E551. The 58 airmen in the 5-skill level group represent 66 percent of the survey sample. They perform an average of 151 tasks. As with the 3-skill level personnel, 75 percent of the 5-skill level personnel are working in the Imagery Systems Maintenance Technician Cluster.

Also, like the DAFSC 2E531 personnel, this group of 5-skill level airmen spend more time in the technical duties of H (Installing and Maintaining Photographic Support Equipment), G (Installing and Maintaining Photographic Processing Equipment), and M (Maintaining Audiovisual and Multimedia Sound Equipment). The 5-skill level individual averages only 37 percent of the time spent on these duties in comparison to the 54 percent time spent by 3-skill level personnel.

The 5-skill level group is responsible for a wide range of duties, primarily in administrative and technical. Table 9 lists the relative percent time spent on these duties. Representative tasks performed by 5-skill level incumbents are listed in Table 11. The tasks that differentiate 5-skill level personnel from their 3-skill level counterparts are listed in Table 12.

DAFSC 2E571. The 18 airmen in the 7-skill level group represent 20 percent of the survey sample. Unlike their junior counterparts at the 3- and 5-skill levels, higher percentages of these personnel are working in the Supervisory and Management Cluster (56 percent vs. 0 and 5 percent, respectively). Forty-three percent of their time spent is on supervisory duties A (Organizing and Planning), B (Directing and Implementing), C (Inspecting and Evaluating), and D (Training), with 9 percent time spent on administrative type duties. Seven-skill level personnel tend to hold both technical and supervisory jobs (see Table 9).

Thirty-three percent of 7-skill level personnel are still working in the core Imagery Systems Maintenance Cluster (see Table 8). They perform an average of 143 tasks. Forty-eight percent of their time spent is on technical duties, such as installing and maintaining photographic support and processing equipment. Table 13 lists the most time consuming tasks performed by 7-skill level personnel. Table 14 shows those tasks which best differentiate the 5- and 7-skill levels. As expected, the key difference is a much greater emphasis on supervisory functions at the 7-skill level.

### Summary

Progression in this career ladder follows a regular pattern of highly technical job focus at the lower skill levels broadening into supervision at the 7-skill level. Emphasis is seen in performing primarily the core job of imagery systems maintenance at the 3- and 5-skill levels, with some broadening into support areas at the 5-skill level. Craftsmen at the 7-skill level are beginning to shift to supervision tasks, but a good deal of their job time is still spent in the technical arena. The high numbers of tasks performed in common by all of the skill level groups indicates a very homogeneous career ladder.

TABLE 11

## REPRESENTATIVE TASKS PERFORMED BY DAFSC 2E551 PERSONNEL

| TASK<br>NUMBER | TASK STATEMENT   | PERCENT<br>MEMBERS<br>PERFORMING<br>(N=58) |
|----------------|--|--|
| F132           | Remove or install general electrical hardware, such as switches or plugs   | 84   |
| E110           | Inventory equipment, tools, or supplies  | 84   |
| E111           | Research technical orders or supply catalogs to locate or identify part or stock numbers                             | 83   |
| E106           | Annotate PMI logs, forms, or charts  | 83   |
| F133           | Remove or install power cords  | 81   |
| F128           | Pack or unpack imagery systems equipment   | 81   |
| F130           | Perform corrosion control on imagery systems equipment   | 79   |
| E114           | Maintain job control logs  | 78   |
| G150           | Perform PMIs on processors or mini-labs  | 76   |
| A16            | Participate in general meeting, such as staff meetings, briefings, conferences, and workshops, other than conducting | 73   |
| H239           | Perform PMIs on slide mounters   | 72   |
| G173           | Troubleshoot processor or mini-lab temperature control systems   | 72   |
| G171           | Troubleshoot processor or mini-lab electrical or electronic systems  | 72   |
| G170           | Troubleshoot processor or mini-lab drive systems   | 72   |
| G149           | Perform operational checks on processors or mini-labs  | 72   |
| F129           | Perform acceptance checks of imagery systems equipment   | 72   |
| G169           | Troubleshoot processor or mini-lab chemical replenishing systems   | 71   |
| A14            | Establish preventive maintenance inspection (PMI) programs   | 71   |
| G174           | Troubleshoot processor or mini-lab water systems   | 71   |
| E116           | Maintain technical order (TO) or commercial publication files  | 69   |
| G159           | Remove or install processor general electrical or electronic components  | 69   |
| A5             | Determine or establish work priorities   | 67   |
| F136           | Troubleshoot electrical motors   | 67   |
| G155           | Remove or install processor drive system components  | 67   |
| G148           | Level processors or components   | 67   |
| G172           | Troubleshoot processor or mini-lab recirculation systems   | 67   |

\* Average number of tasks performed



TABLE 12

**TASKS WHICH BEST DIFFERENTIATE BETWEEN  
DAFSCs 2E531 AND 2E551 PERSONNEL  
(PERCENT MEMBERS PERFORMING)**

| <b>TASK<br/>NUMBER</b> | <b>TASK STATEMENT</b>  | <b>2E531<br/>N=12</b> | <b>2E551<br/>N=58</b> | <b>Difference</b> |
|------------------------|--|-----------------------|-----------------------|-------------------|
| H259                   | Remove or install light table mechanical components                                    | 58                    | 17                    | 41                |
| H182                   | Adjust light tables  | 58                    | 17                    | 41                |
| H284                   | Troubleshoot light table electronic systems  | 58                    | 19                    | 39                |
| H232                   | Perform PMIs on light tables   | 67                    | 28                    | 39                |
| H186                   | Adjust silver recovery units   | 58                    | 21                    | 38                |
| H213                   | Perform operational checks on silver recovery units                                    | 67                    | 31                    | 36                |
| H208                   | Perform operational checks on light tables   | 67                    | 33                    | 34                |
| H193                   | Calibrate light tables   | 42                    | 9                     | 33                |
| H237                   | Perform PMIs on silver recovery units  | 58                    | 26                    | 32                |
| H190                   | Calibrate densitometers  | 67                    | 38                    | 29                |
| H201                   | Perform operational checks on densitometers  | 83                    | 55                    | 28                |
| H192                   | Calibrate film titlers   | 33                    | 5                     | 28                |
| H258                   | Remove or install light table electronic components                                    | 50                    | 22                    | 28                |
| I319                   | Remove or install continuous contact printer<br>electronic components                  | 42                    | 16                    | 26                |
| H285                   | Troubleshoot light table mechanical systems  | 42                    | 16                    | 26                |
| F127                   | Measure and cut copper, stainless steel, or PVC<br>tubing                              | 75                    | 50                    | 25                |
| H189                   | Adjust viewing tables  | 42                    | 17                    | 24                |
| C65                    | Evaluate maintenance or utilization of equipment,<br>supplies, materials, or workspace | 17                    | 45                    | -28               |
| H242                   | Perform PMIs on studio lighting equipment  | 33                    | 62                    | -29               |
| E108                   | Draft or write justification letters for supplies or<br>equipment                      | 33                    | 62                    | -29               |
| A14                    | Establish preventive maintenance inspection (PMI)<br>programs                          | 41                    | 71                    | -29               |
| H218                   | Perform operational checks on studio lighting equipment                                | 33                    | 64                    | -30               |
| H188                   | Adjust slide mounters  | 33                    | 64                    | -30               |
| E115                   | Maintain maintenance record files or forms   | 33                    | 64                    | -30               |
| M490                   | Perform PMIs on camcorders   | 17                    | 48                    | -32               |
| J350                   | Perform operational checks on digital camera<br>systems                                | 17                    | 48                    | -32               |
| H219                   | Perform operational checks on timers   | 17                    | 48                    | -32               |
| M516                   | Troubleshoot video projection systems  | 00                    | 33                    | -33               |
| E113                   | Maintain computerized equipment records  | 25                    | 59                    | -34               |
| M498                   | Perform PMIs on video projection systems   | 00                    | 36                    | -36               |
| E112                   | Maintain administrative files  | 8                     | 47                    | -38               |
| G167                   | Troubleshoot processor or mini-lab aeration systems                                    | 8                     | 47                    | -38               |
| A19                    | Plan or schedule work assignments or priorities<br>subordinates                        | 8                     | 50                    | -42               |
| E114                   | Maintain job control logs  | 33                    | 78                    | -44               |

TABLE 13

**REPRESENTATIVE TASKS PERFORMED  
BY DAFSC 2E571 PERSONNEL**

| <b>TASKS</b> | <b>TASK STATEMENT</b>  | <b>PERCENT<br/>MEMBERS<br/>PERFORMING<br/>(N=18)</b> |
|--------------|--|--|
| A16          | Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting | 94   |
| A8           | Develop or establish work methods or procedures  | 89   |
| C78          | Write EPRs   | 89   |
| A5           | Determine or establish work priorities   | 83   |
| A14          | Establish preventive maintenance inspection (PMI) programs   | 83   |
| B26          | Adjust daily maintenance plans to meet operational commitments   | 83   |
| B41          | Implement preventive maintenance inspection (PMI) programs   | 83   |
| E108         | Draft or write justification letters for supplies or equipment   | 83   |
| E110         | Inventory equipment, tools, or supplies  | 83   |
| A1           | Assign personnel to work areas or duty positions   | 78   |
| A19          | Plan or schedule work assignments or priorities  | 78   |
| B33          | Counsel subordinates concerning personal matters   | 78   |
| A4           | Determine or establish publication requirements  | 72   |
| A13          | Establish performance standards for subordinates   | 72   |
| A15          | Establish work schedules   | 72   |
| B42          | Implement safety or security programs  | 72   |
| E115         | Maintain maintenance record files or forms   | 72   |
| E122         | Review supply system report forms such as D04 (Daily Document Register) or D18 (Priority Monitor Report)             | 72   |
| F129         | Perform acceptance checks of imagery systems equipment   | 72   |
| F132         | Remove or install general electrical hardware, such as switches or plugs   | 72   |
| C80          | Write recommendations for awards or decorations  | 67   |
| C57          | Conduct performance evaluation feedback sessions   | 67   |

TABLE 14

**TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSCs 2E551 AND 2E571 PERSONNEL  
(PERCENT MEMBERS PERFORMING)**

| <b>TASK<br/>NUMBER</b> | <b>TASK STATEMENT</b>  | <b>2E551<br/>(N=58)</b> | <b>2E571<br/>(N=18)</b> | <b>DIFFERENCE</b> |
|------------------------|--|-------------------------|-------------------------|-------------------|
| G174                   | Troubleshoot processor or mini lab water systems                           | 71                      | 17                      | 54                |
| G173                   | Troubleshoot processor or mini-lab temperature control systems             | 72                      | 22                      | 50                |
| H218                   | Perform operational checks on studio lighting equipment                    | 64                      | 17                      | 47                |
| H242                   | Perform PMIs on studio lighting equipment                                  | 62                      | 17                      | 45                |
| G171                   | Troubleshoot processor or mini-lab electrical or electronic systems        | 72                      | 28                      | 45                |
| G170                   | Troubleshoot processor or mini-lab drive systems                           | 72                      | 28                      | 45                |
| G169                   | Troubleshoot processor or mini-lab chemical replenishing systems           | 71                      | 28                      | 43                |
| G166                   | Troubleshoot mini-lab printer systems components                           | 59                      | 17                      | 42                |
| E116                   | Maintain technical order (TO) or commercial publication files              | 69                      | 28                      | 41                |
| G172                   | Troubleshoot processor or mini-lab recirculation systems                   | 67                      | 28                      | 39                |
| G167                   | Troubleshoot processor or mini-lab aeration systems                        | 47                      | 11                      | 35                |
| G153                   | Remove or install processing sink components                               | 47                      | 11                      | 35                |
| J359                   | Perform PMIs on passport cameras   | 52                      | 17                      | 35                |
| H205                   | Perform operational checks on film drying cabinets                         | 45                      | 11                      | 34                |
| M478                   | Perform operational checks on camcorders                                   | 50                      | 17                      | 33                |
| G151                   | Process film   | 43                      | 11                      | 32                |
| M490                   | Perform PMIs on camcorders   | 48                      | 17                      | 32                |
| L452                   | Perform PMIs on flash units or strobes                                     | 53                      | 22                      | 31                |
| J353                   | Perform operational checks on small-format cameras                         | 59                      | 28                      | 31                |
| C66                    | Evaluate personnel for compliance with performance standards               | 24                      | 61                      | -37               |
| C57                    | Conduct performance evaluation feedback sessions                           | 29                      | 67                      | -37               |
| B52                    | Supervise Imagery Systems Maintenance Journeymen (AFSC 2E551)              | 12                      | 50                      | -38               |
| A23                    | Schedule personnel for temporary duty (TDY) assignments, leaves, or passes | 17                      | 56                      | -38               |
| C72                    | Evaluate work schedules  | 17                      | 56                      | -39               |
| B35                    | Direct maintenance of administrative files                                 | 22                      | 61                      | -38               |
| D97                    | Evaluate progress of trainees  | 21                      | 61                      | -40               |
| C80                    | Write recommendations for awards or decorations                            | 24                      | 67                      | -43               |
| C78                    | Write EPRs   | 28                      | 72                      | -45               |
| A13                    | Establish performance standards for subordinates                           | 28                      | 72                      | -45               |
| A2                     | Assign sponsors for newly assigned personnel                               | 12                      | 61                      | -49               |
| B30                    | Conduct supervisory orientations of newly assigned personnel               | 17                      | 62                      | -49               |
| B33                    | Counsel subordinates concerning personal matters                           | 28                      | 78                      | -50               |
| A1                     | Assign personnel to work areas or duty positions                           | 26                      | 78                      | -52               |

## ANALYSIS OF AFMAN 36-2108 *SPECIALTY DESCRIPTION*

Survey data were compared to the AFMAN 36-2108 *Specialty Description* for the Imagery Systems Maintenance career ladder, dated 31 October 1994. The overall specialty description for the 3-, 5-, and 7-skill levels accurately describes the technical and supervisory nature of jobs at the various levels. The description also reflects the primary tasks and responsibilities discussed in the **SPECIALTY JOBS** section of this report.

### TRAINING ANALYSIS

Occupational surveys provide information that can be useful in the development and revision of relevant training programs. Primary factors used in this study to evaluate entry-level training include jobs performed by personnel during their first enlistment (1-48 months TAFMS) and relative TD ratings. As mentioned earlier, TE ratings are not available for this specialty due to the lack of agreement among career ladder personnel as to what tasks to train.

#### Task Difficulty (TD) Data

TD data can help training development personnel decide which tasks to train in entry-level training. TD ratings, based on the judgment of senior career ladder NCOs at operational units, provide a rank-ordering of tasks by the relative difficulty of those tasks. When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can be made to determine if training adjustments are necessary. For example, tasks receiving high TD ratings, accompanied by moderate to high percentages of first-enlistment personnel performing, may warrant resident training. Those tasks receiving high TD ratings, but low percentages performing, may be more appropriately planned for OJT programs. Low TD ratings may highlight tasks best omitted from training for first-enlistment personnel. These decisions must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

Table 15 lists the tasks having the highest TD ratings. The percentages of first enlistment, and 3-, 5-, and 7-skill level personnel performing are also included for each task. The majority of tasks with high difficulty are not performed by high percentages of any group. As illustrated by the tasks listed, most apply to the routine maintenance of graphics equipment under Duty O. Examples of tasks with high TD ratings deal with such areas as: troubleshooting laser printers, graphics components, film recorders, and Central Processing Units.

TABLE 15

## TASKS RATED HIGH IN DIFFICULTY

| TASK<br>NUMBER | TASK TITLE   | TSK<br>DIF | PERCENT MEMBERS PERFORMING |       |       |       |  |
|----------------|--|------------|----------------------------|-------|-------|-------|--|
|                |  |            | 1ST<br>ENL                 | 3-LVL | 5-LVL | 7-LVL |  |
| D90            | Develop career development courses (CDCs)                                | 7.59       | 7                          | 8     | 3     | 0     |  |
| O626           | Troubleshoot laser printers  | 7.52       | 13                         | 8     | 14    | 17    |  |
| O608           | Remove or install graphics copier optical components                     | 7.43       | 13                         | 0     | 9     | 0     |  |
| O629           | Troubleshoot monitors  | 7.37       | 20                         | 8     | 16    | 11    |  |
| O624           | Troubleshoot graphics copiers  | 7.31       | 7                          | 0     | 16    | 6     |  |
| O606           | Remove or install graphics copier electronic components                  | 7.29       | 13                         | 0     | 10    | 0     |  |
| O622           | Troubleshoot film recorders  | 7.28       | 7                          | 8     | 16    | 6     |  |
| O620           | Troubleshoot CPUs  | 7.26       | 13                         | 8     | 19    | 17    |  |
| O612           | Remove or install laser printer optical components                       | 7.24       | 13                         | 0     | 10    | 6     |  |
| O623           | Troubleshoot flatbed scanners  | 7.23       | 7                          | 0     | 16    | 6     |  |
| O605           | Remove or install flatbed scanner optical components                     | 7.19       | 7                          | 0     | 7     | 0     |  |
| O621           | Troubleshoot external drives   | 7.12       | 13                         | 8     | 14    | 6     |  |
| O631           | Troubleshoot thermal printers  | 7.12       | 7                          | 17    | 16    | 11    |  |
| O602           | Remove or install film recorder optical components                       | 7.11       | 7                          | 0     | 10    | 6     |  |
| O630           | Troubleshoot plotters  | 7.05       | 7                          | 0     | 10    | 6     |  |
| O610           | Remove or install laser printer electronic components                    | 7.03       | 20                         | 8     | 14    | 6     |  |
| J383           | Troubleshoot digital camera systems or components                        | 7.00       | 13                         | 17    | 28    | 17    |  |
| O603           | Remove or install flatbed scanner electronic components                  | 6.97       | 7                          | 8     | 10    | 0     |  |
| O600           | Remove or install film recorder electronic components                    | 6.90       | 7                          | 8     | 10    | 6     |  |
| O627           | Troubleshoot letter quality or dot matrix printers                       | 6.89       | 13                         | 0     | 14    | 11    |  |
| O616           | Remove or install plotter electronic components                          | 6.87       | 7                          | 0     | 9     | 6     |  |
| O607           | Remove or install graphics copier mechanical components                  | 6.87       | 7                          | 0     | 10    | 0     |  |
| O618           | Remove or install thermal printer electronic components                  | 6.80       | 7                          | 8     | 14    | 6     |  |
| J334           | Adjust between-the-lens shutters   | 6.80       | 27                         | 25    | 19    | 6     |  |
| M516           | Troubleshoot video projection systems                                    | 6.79       | 20                         | 0     | 33    | 17    |  |
| M514           | Troubleshoot VCRs  | 6.77       | 40                         | 42    | 50    | 28    |  |
| M475           | Align video projection systems   | 6.77       | 20                         | 8     | 31    | 22    |  |
| O628           | Troubleshoot lettering or spacing mechanisms                             | 6.75       | 7                          | 0     | 7     | 0     |  |
| K426           | Remove or install motion picture camera shutter assemblies or components | 6.74       | 0                          | 0     | 3     | 6     |  |
| J365           | Remove or install digital camera systems or components                   | 6.73       | 7                          | 8     | 16    | 22    |  |
| O604           | Remove or install flatbed scanner mechanical components                  | 6.71       | 7                          | 8     | 9     | 0     |  |
| A12            | Draft budget requirements  | 6.71       | 13                         | 8     | 34    | 50    |  |
| O615           | Remove or install lettering equipment optical components                 | 6.76       | 7                          | 0     | 5     | 0     |  |

\* TD MEAN = 5.00; SD=1.00

### First-Enlistment Personnel

In this study, there are 15 members in their first-enlistment (1-48 months TAFMS), representing 17 percent of the survey sample. These personnel work in the Imagery Systems Maintenance Technician Cluster jobs. The job performed by these personnel is highly technical in nature, with approximately 93 percent of their relative duty time spent on tasks pertaining to the maintenance of various Imagery Systems (see Table 16). Most involve the routine maintenance of mini-labs, mini-lab electrical or electronic components, processors, and projectors. Table 17 displays commonly performed tasks for first-enlistment personnel.

### Equipment Usage

Personnel in the Imagery System Maintenance Technician Cluster utilize and maintain a large and diverse number of systems and equipment in the performance of their jobs. It is important to identify this equipment, and more important to determine which of these items should be trained. Equipment utilization data are presented for first-enlistment personnel in Table 18. A full computer listing of all equipment items and associated percent members utilizing is supplied in computer extracts to this OSR. These extracts are supplied to all training and functional managers.

### Course Training Standard (CTS) 2E531

A comprehensive review of the CTS, AFSC 2E531 in Part II, Section D of the CFETP, dated October 1995, was made by comparing survey data to CTS elements. The Mission Area Manager for the AFSC 2E5X1 from Scott AFB matched JI tasks to appropriate CTS sections and subsections. A complete computer listing displaying the percent members performing tasks and TD rating for each task, along with the CTS matching, has been forwarded to the technical school for their review of the training documents. A complete computer listing for equipment items and forms has also been forwarded to the school.

Typically, CTS sections and subsections matched to tasks which have sufficiently high TD ratings, and are performed by at least 30 percent of personnel in appropriate experience or skill-level groups (such as first-enlistment (1-48 months TAFMS) and 5- and 7-skill level groups), are considered to be supported and should be considered for inclusion in the CTS. Likewise, paragraphs having tasks with less than 30 percent performing across all of the criterion groups should be considered for deletion from the CTS.

CTS items not supported are displayed in Table 19. Since AFSC 2E5X1 personnel maintain many different systems and pieces of equipment (both fixed and mobile), equipment data presented earlier should be helpful in any review performed on these unsupported CTS items.

TABLE 16

**RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY  
FIRST-ENLISTMENT AFSC 2E5X1 PERSONNEL**

| DUTIES |   | PERCENT TIME<br>SPENT<br>(N=15) |
|--------|---|---------------------------------|
| A      | ORGANIZING AND PLANNING   | 3                               |
| B      | DIRECTING AND IMPLEMENTING  | 2                               |
| C      | INSPECTING AND EVALUATING   | 1                               |
| D      | TRAINING  | 1                               |
| E      | PERFORMING GENERAL ADMINISTRATIVE OR SUPPLY<br>ACTIVITIES                 | 7                               |
| F      | PERFORMING GENERAL IMAGERY SYSTEMS MAINTENANCE                            | 7                               |
| G      | INSTALLING AND MAINTAINING PHOTOGRAPHIC PROCESSING<br>EQUIPMENT           | 17                              |
| H      | INSTALLING AND MAINTAINING PHOTOGRAPHIC SUPPORT<br>EQUIPMENT              | 20                              |
| I      | MAINTAINING PRINTER SYSTEMS   | 6                               |
| J      | MAINTAINING STILL CAMERA SYSTEMS  | 10                              |
| K      | INSTALLING MOTION PICTURE CAMERAS   | 1                               |
| L      | MAINTAINING GENERAL CAMERA EQUIPMENT                                      | 4                               |
| M      | MAINTAINING AUDIOVISUAL AND MULTIMEDIA SOUND<br>EQUIPMENT                 | 18                              |
| N      | MAINTAINING MOBILE INTELLIGENCE PROCESSING<br>EXPLOITATION SYSTEM (MIPES) | *                               |
| O      | MAINTAINING GRAPHICS EQUIPMENT  | 3                               |

\* Denotes less than 1 percent

TABLE 17

**MOST COMMONLY PERFORMED TASKS FOR  
FIRST-ENLISTMENT AFSC 2E5X1 PERSONNEL**

| TASK STATEMENT |   | PERCENT<br>MEMBERS<br>PERFORMING<br>(N=15) |
|----------------|---|--|
| F133           | Remove or install power cords   | 87   |
| G150           | Perform PMIs on processors or mini-labs   | 87   |
| E111           | Research technical orders or supply catalogs to locate or identify parts or stock numbers | 80   |
| F128           | Pack or unpack imagery systems equipment  | 80   |
| F132           | Remove or install general electrical hardware, such as switches or plugs                  | 80   |
| M472           | Adjust overhead projectors  | 80   |
| E110           | Inventory equipment, tools, or supplies   | 73   |
| E116           | Maintain technical order (TO) or commercial publication files                             | 73   |
| F130           | Perform corrosion control on imagery systems equipment                                    | 73   |
| G162           | Remove or install processor rollers or roller bearing system components                   | 73   |
| G171           | Troubleshoot processor or mini-lab electrical or electronic systems                       | 73   |
| M511           | Troubleshoot overhead projectors  | 73   |
| E106           | Annotate PMI logs, forms, or charts   | 67   |
| G159           | Remove or install processor general electrical or electronic components                   | 67   |
| G169           | Troubleshoot processor or mini-lab chemical replenishing systems                          | 67   |
| G170           | Troubleshoot processor or mini-lab drive systems  | 67   |
| H201           | Perform operational checks on densitometers   | 67   |
| M473           | Adjust slide projectors   | 67   |
| M502           | Remove or install overhead projector components   | 67   |
| M512           | Troubleshoot slide projectors   | 67   |
| F129           | Perform acceptance checks of imagery systems equipment                                    | 60   |
| F136           | Troubleshoot electrical motors  | 60   |
| G146           | Connect or disconnect processors to or from external electrical power                     | 60   |
| G149           | Perform operational checks on processors or mini-labs                                     | 60   |
| G155           | Remove or install processor drive system components                                       | 60   |
| M483           | Perform operational checks on overhead projectors   | 60   |
| M484           | Perform operational checks on slide projectors  | 60   |
| M494           | Perform PMIs on slide projectors  | 60   |
| M503           | Remove or install slide projector components  | 60   |
| G166           | Troubleshoot mini-lab printer systems components  | 53   |
| H214           | Perform operational checks on slide mounters  | 53   |
| H239           | Perform PMIs on slide mounters  | 53   |



**TABLE 18**

**IMAGERY SYSTEMS MAINTENANCE EQUIPMENT OPERATED  
AND/OR MAINTAINED BY 30 PERCENT OR MORE  
FIRST-ENLISTMENT AFSC 2E5X1 PERSONNEL**

|  | <b><u>1ST ENL<br/>(N=15)</u></b> |
|--|----------------------------------|
| <b><u>STILL CAMERAS</u></b>                  |                                  |
| Bronica ETRS/ETRSI                           | 73                               |
| Calumet Studio 4X5                           | 33                               |
| Mamyia 645                                   | 33                               |
| Nikon F-3                                    | 73                               |
| Nikon F4s                                    | 60                               |
| Nikon N 8008s                                | 40                               |
| Polaroid ID/Passport                         | 67                               |
| Polaroid Land                                | 33                               |
| <b><u>COPY CAMERAS</u></b>                   |                                  |
| Marron Carrel                                | 73                               |
| <b><u>PROCESSORS</u></b>                     |                                  |
| Noritza C-41 Mini Lab                        | 60                               |
| Noritza E-6 Mini Lab                         | 67                               |
| Noritza QSS 613U                             | 67                               |
| Noritza QSS 1501Z                            | 47                               |
| Paper Processor, Ilford                      | 47                               |
| Wing-Lynch Color                             | 33                               |
| <b><u>PHOTOGRAPHIC PRINTERS MAINTAIN</u></b> |                                  |
| Durst L-1840                                 | 33                               |
| <b><u>VISUAL INFO EQUIP MAINTAIN</u></b>     |                                  |
| Camcorders                                   | 60                               |
| Caramate Slide Projector/Cassette Players    | 53                               |
| Cassette Recorders                           | 53                               |
| Dissolve Control Units                       | 40                               |
| Ektagaphic/Ektagaphic III Slide Projectors   | 60                               |
| Overhead Projectors                          | 87                               |
| Panasonic Video Cameras                      | 33                               |
| Panasonic Video monitors                     | 33                               |
| Sony TV Monitors                             | 47                               |
| Video Cassette Recorders (VCRs)              | 67                               |
| Video Playback Units                         | 40                               |
| Video Projection Systems                     | 47                               |
| Densitometers, Automatic                     | 53                               |
| Densitometers, Manual                        | 47                               |
| Film Dryers                                  | 53                               |

**TABLE 18 (CONTINUED)**

**IMAGERY SYSTEMS MAINTENANCE EQUIPMENT OPERATED  
AND/OR MAINTAINED BY 30 PERCENT OR MORE  
FIRST-ENLISTMENT AFSC 2E5X1 PERSONNEL**

|   | <b><u>1ST ENL</u></b><br><b><u>(N=15)</u></b> |
|---|---|
| <b><u>PHOTOGRAPHIC SUPPORT EQUIP MAINTAIN</u></b> |   |
| Flash Unit  | 53  |
| Hydromixers                                       | 53  |
| Light Meters                                      | 40  |
| Papercutters                                      | 47  |
| Print Dryers                                      | 40  |
| Silver Recovery Units, Cartridge                  | 33  |
| Silver Recovery Units, Electrolytic               | 47  |
| Sinks   | 40  |
| Slide Mounters                                    | 47  |
| Studio Backdrops                                  | 40  |
| Studio Lamps                                      | 53  |
| Tripods   | 53  |
| <b><u>GRAPHICS EQUIP MAINT</u></b>                |   |
| Graphics Imaging Systems                          | 40  |
| Laser Copier, Cannon                              | 33  |
| <b><u>TEST EQUIP USE/OPERATE</u></b>              |   |
| Ammeters  | 40  |
| Digital Voltmeters                                | 67  |
| Multimeters                                       | 93  |
| Oscilloscopes                                     | 60  |
| Torque Wrenches                                   | 33  |
| Transistor Checkers                               | 33  |
| <b><u>SHOP EQUIP USE/OPERATE</u></b>              |   |
| Air Compressors                                   | 67  |
| Buffers   | 33  |
| Dremel Moto-tool Kits                             | 73  |
| Grinder, Bench                                    | 67  |
| Grinder, Drill                                    | 33  |
| Hand Tools, General                               | 87  |
| Hand Tools, Jewelers                              | 87  |
| Portable Power Tools                              | 80  |
| PVC Pipe Threaders                                | 53  |
| Soldering Irons                                   | 80  |
| Tap and Die Sets                                  | 60  |
| Vices   | 67  |

TABLE 19

## CTS ITEMS NOT SUPPORTED BY OSR DATA

| CTS REFERENCE/TASK |  | 3-LVL<br>COURSE<br>PROF<br>CODE | PERCENT MEMBERS PERFORMING |                          |                          |  | TSK DIF |
|--------------------|--|---------------------------------|----------------------------|--------------------------|--------------------------|--|---------|
|                    |  |                                 | 1ST ENL<br>N=15            | 5-SKILL<br>LEVEL<br>N=58 | 7-SKILL<br>LEVEL<br>N=18 |  |         |
| 4.3.9.             | <b>Lens collimator</b><br><i>L0448 Collimate camera bodies to lenses</i><br><i>L0449 Collimate camera lenses</i>   | --                              | 13                         | 5                        | 6                        |  | 5.88    |
|                    |  |                                 | 13                         | 3                        | 6                        |  | 6.09    |
| 7.4.               | <b>Perform preventive maintenance on film titler using technical order</b><br><i>H0230 Perform PMIs on film titlers</i>                                    | --                              | 7                          | 10                       | 17                       |  | 3.95    |
| 7.5.               | <b>Inspect the film titler.</b><br><i>H0230 Perform PMIs on film titlers</i>   | --                              | 7                          | 10                       | 17                       |  | 3.95    |
| 7.6.               | <b>Identify procedures to troubleshoot film titler.</b><br><i>H0282 Troubleshoot film titlers</i>  | --                              | 7                          | 9                        | 17                       |  | 4.76    |
| 7.8                | <b>Identify procedures to align and adjust the film titler.</b><br><i>H0181 Adjust film titlers</i><br><i>H0192 Calibrate Film Titlers</i>                 | --                              | 27                         | 10                       | 22                       |  | 4.75    |
|                    |  |                                 | 20                         | 5                        | 11                       |  | 5.36    |
| 8.1.3.             | <b>Perform an operational check of the continuous wide film contact printer.</b><br><i>I0303 Perform operational checks on continuous contact printers</i> | --                              | 13                         | 21                       | 28                       |  | 5.12    |
| 8.1.4.             | <b>Inspect the continuous wide film contact printer.</b><br><i>I0307 Perform PMI on continuous contact printers</i>  | --                              | 13                         | 17                       | 28                       |  | 4.83    |

TABLE 19 (CONTINUED)

## CTS ITEMS NOT SUPPORTED BY OSR DATA

| CTS REFERENCE/TASK |  | PERCENT MEMBERS PERFORMING      |                 |                          |                          | TSK DIF      |
|--------------------|--|---------------------------------|-----------------|--------------------------|--------------------------|--------------|
|                    |  | 3-LVL<br>COURSE<br>PROF<br>CODE | 1ST ENL<br>N=15 | 5-SKILL<br>LEVEL<br>N=58 | 7-SKILL<br>LEVEL<br>N=18 |              |
| 8.1.5.             | Identify the procedures for cleaning and lubricating the continuous wide film contact printer.<br><i>I307 Perform PMI on continuous contact printers</i> | --                              | 13              | 17                       | 28                       | 4.83         |
| 11.6.              | Adjust the light table using T.O.<br><i>H182 Adjust light tables</i><br><i>H193 Calibrate light tables</i>   | --                              | 27<br>20        | 17<br>19                 | 28<br>11                 | 4.49<br>5.09 |
| 11.4.5.            | Perform preventive maintenance inspections on titlers.<br><i>H230 Perform PMIs on film titlers</i>   | --                              | 7               | 10                       | 17                       | 3.95         |
| 11.4.6.            | Isolate titler malfunctions<br><i>H282 Troubleshoot film titlers</i>   | --                              | 7               | 9                        | 17                       | 4.76         |
| 12.1.3.            | Perform operational check on automatic contact printers.<br><i>I304 Perform operational checks on continuous contact printers</i>                        | --*                             | 13              | 21                       | 28                       | 5.12         |

TABLE 19 (CONTINUED)

## CTS ITEMS NOT SUPPORTED BY OSR DATA

| CTS REFERENCE/TASK |   | PERCENT MEMBERS PERFORMING      |                 |                          |                          | TSK DIF |
|--------------------|---|---------------------------------|-----------------|--------------------------|--------------------------|---------|
|                    |   | 3-LVL<br>COURSE<br>PROF<br>CODE | 1ST ENL<br>N=15 | 5-SKILL<br>LEVEL<br>N=58 | 7-SKILL<br>LEVEL<br>N=18 |         |
| <b>12.2.3.</b>     | <b>Perform operational check on continuous wide film printers.</b>                  | <b>X*</b>                       |                 |                          |                          |         |
|                    | <i>I304 Perform operational checks on motion picture printers.</i>                  |                                 | 0               | 5                        | 6                        | 5.00    |
| <b>12.2.8.</b>     | <b>Remove and replace printer components.</b>                                       | <b>X*</b>                       |                 |                          |                          |         |
|                    | <i>I322 Remove or install motion picture printer electronic components</i>          |                                 | 7               | 5                        | 6                        | 5.87    |
|                    | <i>I323 Remove or install motion picture printer mechanical components</i>          |                                 | 7               | 5                        | 6                        | 5.44    |
|                    | <i>I324 Remove or install motion picture printers</i>                               |                                 | 0               | 2                        | 0                        | 5.25    |
| <b>15.3.</b>       | <b>Perform an operational check of the video monitor using a commercial manual.</b> | --                              |                 |                          |                          |         |
|                    | <i>O583 Perform operational checks on monitors</i>                                  |                                 | 13              | 24                       | 17                       | 4.23    |
| <b>15.4.</b>       | <b>Inspect the video monitor using a commercial manual.</b>                         | --                              |                 |                          |                          |         |
|                    | <i>O595 Perform PMIs on monitors</i>  |                                 | 13              | 16                       | 17                       | 5.13    |
| <b>16.3.4.</b>     | <b>Clean and service monitors.</b>  | --                              |                 |                          |                          |         |
|                    | <i>O595 Perform PMIs on monitors</i>  |                                 | 13              | 16                       | 17                       | 5.13    |

TABLE 19 (CONTINUED)

## CTS ITEMS NOT SUPPORTED BY OSR DATA

|                    |  | PERCENT MEMBERS PERFORMING      |                 |                          |                          |         |
|--------------------|--|---------------------------------|-----------------|--------------------------|--------------------------|---------|
| CTS REFERENCE/TASK |  | 3-LVL<br>COURSE<br>PROF<br>CODE | 1ST ENL<br>N=15 | 5-SKILL<br>LEVEL<br>N=58 | 7-SKILL<br>LEVEL<br>N=18 | TSK DIF |
| 16.3.5.            | Perform preventive maintenance inspections of monitor subassemblies.<br>O595 Perform PMIs on monitors  | --                              | 13              | 16                       | 17                       | 5.13    |
| 16.5.3.            | Perform operational check on programmer/dissolvers<br>M482 Perform operational checks on multimedia control consoles, such as programmers or soundslide synchronizers    | --                              | 13              | 19                       | 17                       | 4.78    |
| 16.5.5.            | Perform preventive maintenance inspections on programmers/dissolvers<br>M492 Perform PMIs on multimedia control consoles, such as dissolvers or soundslide synchronizers | --                              | 13              | 17                       | 6                        | 5.03    |
| 16.5.6.            | Isolate programmers/dissolvers malfunctions.<br>M510 Troubleshoot multimedia control consoles, such as dissolvers or multimedia programmers                              | --                              | 13              | 16                       | 6                        | 5.55    |
| 19.4.              | Clean and service still digital camera<br>M495 Perform PMIs on still video camera systems  | --                              | 7               | 17                       | 28                       | 4.77    |
| 19.5.              | Inspect still digital camera subsystems<br>M495 Perform PMIs on still video camera systems.  | --                              | 7               | 17                       | 28                       | 4.77    |

TABLE 19 (CONTINUED)

## CTS ITEMS NOT SUPPORTED BY OSR DATA

| CTS REFERENCE/TASK              |  | PERCENT MEMBERS PERFORMING |                          |    |    |  | TSK DIF |
|---------------------------------|--|----------------------------|--------------------------|----|----|--|---------|
| 3-LVL<br>COURSE<br>PROF<br>CODE | 1ST ENL<br>N=15  | 5-SKILL<br>LEVEL<br>N=58   | 7-SKILL<br>LEVEL<br>N=18 |    |    |  |         |
| 19.6.                           | Isolate malfunctions associated with still digital camera subsystems   | --                         |                          |    |    |  |         |
|                                 | J383 Troubleshoot digital camera systems or components   |                            | 13                       | 28 | 17 |  | 7.01    |
|                                 | M513 Troubleshoot still video camera systems   |                            | 7                        | 17 | 22 |  | 6.05    |
| 20.1.                           | Maintain Mobile Facilities<br>(All CTS reference not supported)**  | --                         | 0                        | 3  | 6  |  | 5       |
| 75.1.2.                         | Perform an operational check of the 240 Stereoscope<br>H217 Perform an operational check of the 240 stereoscope            | X*K                        | 7                        | 5  | 11 |  | 4.33    |
| 75.1.3.                         | Adjust the 240 Stereoscope<br>H217 Perform an operational check of the 240 stereoscope                                     | X*K                        | 7                        | 7  | 0  |  | 4.65    |
| 75.2.2.                         | Perform an operational check of the 500 Zoom Scope.<br>H220 Perform operational checks on viewers, other than stereoscopes | X*K                        | 0                        | 7  | 6  |  | 3.78    |
| 75.1.4.                         | Calibrate the 240 Stereoscope<br>H196 Calibrate the 240 stereoscope  | X*K                        | 7                        | 7  | 0  |  | 6.52    |
| 75.2.3.                         | Adjust the 500 Zoom Scope<br>H244 Perform PMIs on viewers, other than stereoscope  | X*K                        | 0                        | 7  | 0  |  | 3.74    |

\*\*TD MEAN= 5.00; SD=1.00

Table 20 lists examples of tasks which were performed by 30 percent or more of criterion groups, but not matched to any CTS items. Training personnel and SMEs should review these and other unreferenced tasks to determine their appropriateness in being included in the CTS.

### Electronic Principles (EP)

The Electronics Fundamental paragraph of the CTS, and the EPs taught in the basic course can be examined using data obtained from the AFSC 2E5X1 Survey. An extensive list of EP questions were included in the background section of the survey to help identify those principles used by AFSC 2E5X1 personnel in their present job. These EP items were taken from the most recent Electronic Principles Inventory (EPI).

Table 21 displays those EP items which are used by 50 percent or more of AFSC 2E5X1 first-enlistment personnel. Also included are percent members performing for Total Sample, DAFSC 2E531, DAFSC 2E551, and DAFSC 2E571 groups. Since utilization of electronic principles is extensive in the AFSC 2E5X1 career ladder, a special EPI computer extract is supplied to all training and functional managers.

### **ANALYSIS OF MAJOR COMMANDS (MAJCOM)**

Tasks and background data of the eight MAJCOMs with the largest AFSC 2E5X1 populations were compared to determine whether job content varied as a function of command assignment.

Generally, the tasks performed across the commands were similar, with a vast majority of the JI tasks performed in common. The largest percentages of duty time in most commands were committed to the performance of tasks involving general maintenance functions such as: installing and maintaining photographic processing equipment, photographic support equipment, and still cameras.

Differences in tasks performed among the major commands were affected by the special mission activities of the command. AFSPACECOM personnel are an example of this. They maintain the only Motion Picture Cameras (Duty K) for use at shuttle launches. They also maintain the Mobile Intelligence Processing Exploitation System (MIPES) (Duty N). Percentage of time spent on duties by MAJCOM groups is displayed on Table 22.



TABLE 20

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE 2E5X1  
GROUP MEMBERS BUT NOT REFERENCED TO CTS

| TASKS NOT REFERENCED |   | PERCENT MEMBERS PERFORMING |               |               |      | TSK<br>DIF** |
|----------------------|---|----------------------------|---------------|---------------|------|--------------|
|                      |   | 1ST                        | DAFSC         | DAFSC         |      |              |
|                      |   | ENL<br>N=15                | 2E551<br>N=58 | 2E571<br>N=18 |      |              |
| F136                 | Troubleshoot electrical motors                    | 60                         | 67            | 61            | 4.68 |              |
| I293                 | Adjust black and white projection printers        | 67                         | 59            | 44            | 4.43 |              |
| L450                 | Perform operational checks on battery packs       | 53                         | 50            | 28            | 3.57 |              |
| M472                 | Adjust overhead projectors                        | 80                         | 52            | 33            | 3.55 |              |
| M479                 | Perform operational checks on cassette tape       | 53                         | 31            | 17            | 4.39 |              |
| M483                 | Perform operational checks on overhead projectors | 60                         | 60            | 50            | 3.23 |              |
| M493                 | Perform PMIs on overhead projectors               | 53                         | 52            | 39            | 3.44 |              |
| M502                 | Remove or install overhead projector components   | 67                         | 47            | 39            | 3.62 |              |
| M511                 | Troubleshoot overhead projectors                  | 73                         | 60            | 44            | 3.44 |              |

\*\* TD MEAN = 5.00; SD=1.00

TABLE 21

**2E5X1 ELECTRONIC PRINCIPLES ITEMS  
WITH 50 PERCENT OR MORE PERFORMING**

| TASK STATEMENT  | TOTAL<br>SAMPLE | IST<br>JOB | IST<br>ENL | DAFSC<br>2E531 | DAFSC<br>2E551 | DAFSC<br>2E571 |
|---|-----------------|------------|------------|----------------|----------------|----------------|
|   |                 |            |            |                |                |                |
| V449 Items in circuits you trace logic, schematic/block diagrams - Conductors/fuses/lamps/switches/batteries/resistors (A1-9) | 82              | 100        | 67         | 75             | 81             | 94             |
| V452 Items in circuits you trace, logic, schematic, or block diagrams - Capacitors (A1-27)                                    | 75              | 100        | 53         | 75             | 74             | 83             |
| V453 Items in circuits you trace, logic, schematic, or block diagrams - Transformers (A1-35)                                  | 78              | 100        | 60         | 75             | 78             | 83             |
| V455 Items in circuits you trace, logic, schematic, or block diagrams - dc motors (A2-1)                                      | 76              | 100        | 53         | 75             | 76             | 83             |
| V465 Items in circuits you trace, logic, schematic, or block diagrams - Diodes (A3-1)   | 76              | 100        | 53         | 67             | 76             | 89             |
| V466 Items in circuits you trace, logic, schematic, or block diagrams - transistors (A3-7)                                    | 73              | 100        | 53         | 67             | 72             | 83             |
| V467 Items in circuits you trace, logic, schematic, or block diagrams - Integrated circuits IC (A3-13)                        | 71              | 100        | 53         | 58             | 69             | 89             |
| V505 Items fault isolate by troubleshooting circuits - Conductors, fuses, lamps, switches, batteries, or resistors (A1-5)     | 83              | 100        | 73         | 83             | 84             | 83             |
| V506 Items fault isolate by troubleshooting circuits - Relays (A1-16)   | 57              | 100        | 67         | 75             | 50             | 72             |
| V508 Items fault isolate by troubleshooting circuits - Capacitors (A1-28)   | 60              | 100        | 67         | 83             | 52             | 72             |
| V509 Items fault isolate by troubleshooting circuits - Transformers (A1-36)   | 64              | 50         | 60         | 75             | 60             | 72             |
| V511 Items fault isolate by troubleshooting circuits - DC motors (A2-2)   | 73              | 100        | 60         | 83             | 71             | 78             |
| V522 Items fault isolate by troubleshooting circuits - Solenoids (A2-34)  | 72              | 100        | 53         | 75             | 71             | 78             |
| V524 Items fault isolate by troubleshooting circuits - Diodes (A3-2)  | 67              | 100        | 60         | 75             | 60             | 89             |
| V525 Items fault isolate by troubleshooting circuits - Transistors (A3-8)   | 69              | 100        | 67         | 83             | 62             | 83             |
| V538 Items fault isolate by troubleshooting circuits - Power Supplies (D1-3)  | 61              | 50         | 53         | 67             | 60             | 61             |
| V586 Items calculate values - AC effective voltage, average voltage, or peak-to-peak voltage (A1-7)                           | 29              | 50         | 53         | 42             | 29             | 22             |
| V602 Items use - Metric terms such as mili, kilo, mega (A1-1)   | 62              | 100        | 73         | 83             | 55             | 72             |

**TABLE 21 (CONTINUED)**  
**2E5X1 ELECTRONIC PRINCIPLES ITEMS**  
**WITH 50 PERCENT OR MORE PERFORMING**

| TASK STATEMENT  | TOTAL<br>SAMPLE | IST<br>JOB | IST<br>ENL | DAFSC<br>2E531 | DAFSC<br>2E551 | DAFSC<br>2E571 |
|---|-----------------|------------|------------|----------------|----------------|----------------|
| V603 Items use - Basic DC electrical/electronic terms (A1-2)  | 81              | 100        | 73         | 83             | 81             | 83             |
| V604 Items use - Basic AC electrical/electronic terms (A1-3)  | 82              | 100        | 73         | 83             | 81             | 89             |
| V613 Items use - Crimping tool to repair or make connections (A5-6)   | 73              | 100        | 67         | 75             | 71             | 83             |
| V616 Items use - Multimeter to measure DC voltage values (B1-1)   | 91              | 100        | 100        | 100            | 90             | 94             |
| V617 Items use - Multimeter to measure AC voltage values (B1-2)   | 88              | 100        | 93         | 92             | 86             | 94             |
| V619 Items use - Multimeter to measure DC current values (B1-4)   | 66              | 50         | 67         | 75             | 64             | 72             |
| V622 Items use - Multimeter to measure circuit resistance (B1-7)  | 79              | 50         | 73         | 75             | 81             | 78             |
| V623 Items use - Multimeter to measure component resistance (B1-8)  | 80              | 100        | 93         | 83             | 79             | 83             |
| V650 Items use - Digital voltmeters or multimeters (B4-4)   | 62              | 50         | 60         | 67             | 62             | 61             |
| V831 Items perform ohm checks on - Resistors (A1-14)  | 81              | 100        | 87         | 92             | 84             | 67             |
| V833 Items perform ohm checks on - Capacitors (A1-33)   | 51              | 100        | 73         | 83             | 47             | 44             |
| V851 Items calibrate/adjust - Circuits by using variable resistors (A1-11)  | 42              | 50         | 53         | 58             | 41             | 33             |
| V858 Items solder/desolder - Component connections, such as resistors/capacitors/diodes/transformers, etc. (A5-2) | 82              | 100        | 87         | 92             | 81             | 83             |
| V859 Items solder/desolder - Printed circuit board connections (A5-3)   | 72              | 0          | 60         | 67             | 71             | 83             |
| V923 Items repair/fabricate - Connector or cables on multiconductor cables (A5-9)                                 | 55              | 100        | 67         | 75             | 57             | 39             |
| V924 Items repair/fabricate - Connectors or cables on coaxial (A5-10)   | 60              | 50         | 73         | 58             | 64             | 50             |
| V942 Misc. activities perform -Continuity check relays (A1-19)  | 71              | 50         | 67         | 67             | 72             | 72             |
| V943 Misc. activities perform -Measure transformer output voltage (A1-41)   | 60              | 50         | 53         | 67             | 59             | 61             |

TABLE 22

## PERCENTAGE OF TIME SPENT ON DUTIES BY MAJCOM GROUPS

| DUTIES   | USAFE<br>N=7 | PACAF<br>N=8 | AIA<br>N=5 | ACC<br>N=23 | AMC<br>N=8 | AFSPACECOM<br>N=8 | USEUC<br>N=7 | STRATCOM<br>N=9 |
|--|--------------|--------------|------------|-------------|------------|-------------------|--------------|-----------------|
| A ORGANIZING AND PLANNING  | 7            | 5            | 14         | 8           | 9          | 8                 | 8            | 15              |
| B DIRECTING AND IMPLEMENTING   | 6            | 5            | 9          | 6           | 7          | 6                 | 10           | 15              |
| C INSPECTING AND EVALUATING  | 5            | 2            | 6          | 6           | 5          | 4                 | 8            | 8               |
| D TRAINING   | 3            | 1            | 6          | 3           | 5          | 3                 | 3            | 3               |
| E PERFORMING GENERAL ADMINISTRATIVE<br>OR SUPPLY ACTIVITIES                    | 9            | 7            | 9          | 8           | 10         | 8                 | 7            | 12              |
| F PERFORMING GENERAL IMAGERY SYS<br>MAINTENANCE                                | 4            | 4            | 5          | 4           | 6          | 5                 | 7            | 7               |
| G INSTALLING AND MAINTAINING<br>PHOTOGRAPHIC PROCESSING EQUIPMENT              | 12           | 13           | 10         | 13          | 6          | 15                | 19           | 10              |
| H INSTALLING AND MAINTAINING<br>PHOTOGRAPHIC SUPPORT EQUIPMENT                 | 8            | 22           | 26         | 16          | 5          | 12                | 22           | 19              |
| I MAINTAINING PRINTER SYSTEMS  | 7            | 6            | 7          | 3           | 1          | 7                 | 11           | 8               |
| J MAINTAINING STILL CAMERA SYSTEMS   | 15           | 12           | *          | 12          | 7          | 12                | 2            | 3               |
| K INSTALLING MOTION PICTURE CAMERAS  | 0            | 0            | 0          | *           | *          | 4                 | *            | 0               |
| L MAINTAINING GENERAL CAMERA<br>EQUIPMENT                                      | 3            | 4            | 1          | 3           | 8          | 3                 | *            | *               |
| M MAINTAINING AUDIOVISUAL AND<br>MULTIMEDIA SOUND EQUIPMENT                    | 14           | 11           | 7          | 10          | 26         | 7                 | 2            | 0               |
| N MAINTAINING MOBILE INTELLIGENCE<br>PROCESSING EXPLOITATION SYSTEM<br>(MIPES) | 0            | 0            | 0          | *           | 0          | 4                 | *            | 0               |
| O MAINTAINING GRAPHICS EQUIPMENT   | 7            | 7            | 0          | 7           | 5          | 1                 | *            | 0               |

\* Denotes less than 1 percent

NOTE: Columns may not add exactly to 100 percent due to rounding

## JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction. The responses of the current survey sample were then analyzed by making several comparisons: (1) amount TAFMS groups of the Imagery Systems Maintenance career ladder and a comparative sample of personnel from other Logistics career ladders surveyed in 1994 AFSCs 2A5X2, 2A6X4, 2A7X2, 2A7X4, 2E3X1, 2F0X1, and 2W1X1; (2) between current and previous survey experience groups; and (3) across specialty groups identified in the SPECIALTY JOBS section of the report.

Table 23 compares 1-48 months, 49-96 months, and 97+ months TAFMS data to corresponding enlistment groups from other Logistic career ladders surveyed during the previous calendar year. These data give a relative measure of how the job satisfaction of AFSC 2E5X1 personnel compares with similar Air Force specialties. Review of Table 23 reflects that responses from AFSC 2E5X1 TAFMS groups are close to the general responses of the other groups. Job interest for first term and second term groups is low, but jumps for the 97+ TAFMS group. Use of training tends to decrease over time. Overall, the general response of AFSC 2E5X1 career ladder personnel was positive and close to the comparative sample.

A comparison of job satisfaction for the TAFMS groups surveyed in 1995 and the previous survey done in 1992 is displayed in Table 24. These data indicate that the responses are generally close, with a slight decline in two areas; "Expressed Job Interest" in all the TAFMS groups and "Reenlistment Intentions" in the 1-48 months TAFMS group. Overall, job satisfaction for all three TAFMS groups is generally satisfactory.

Finally, a review of the job satisfaction data for personnel in the jobs identified in the SPECIALTY JOBS analysis (see Table 25) reveals that, overall, airmen responded positively to all the indicators listed.

When there are serious problems in a career ladder, survey respondents are usually quite free with write-in comments to complain about perceived problems in the field. Nineteen percent of the survey sample (17 incumbents) used the write-in feature to convey some type of information. Yet, only one of the comments received could be characterized as complaints pertaining to the career ladder. Additional duty titles and equipment maintained were noted among the comments received.

TABLE 23

**COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS  
(PERCENT MEMBERS RESPONDING)**

|  | 1-48 MOS TAFMS          |                              | 49-96 MOS TAFMS         |                              | 97+ MOS TAFMS           |                              |
|--|-------------------------|------------------------------|-------------------------|------------------------------|-------------------------|------------------------------|
|  | 1995<br>2E5X1<br>(N=15) | COMP<br>SAMPLE*<br>(N=3,099) | 1995<br>2E5X1<br>(N=20) | COMP<br>SAMPLE*<br>(N=2,781) | 1995<br>2E5X1<br>(N=54) | COMP<br>SAMPLE*<br>(N=5,702) |
| <u>EXPRESSED JOB INTEREST:</u>                   |                         |                              |                         |                              |                         |                              |
| INTERESTING                                      | 53                      | 63                           | 50                      | 61                           | 74                      | 69                           |
| SO-SO  | 20                      | 24                           | 40                      | 26                           | 9                       | 22                           |
| DULL   | 27                      | 13                           | 10                      | 13                           | 17                      | 9                            |
| <u>PERCEIVED UTILIZATION OF TALENTS:</u>         |                         |                              |                         |                              |                         |                              |
| FAIRLY WELL TO PERFECTLY                         | 67                      | 68                           | 75                      | 71                           | 80                      | 79                           |
| LITTLE OR NOT AT ALL                             | 33                      | 32                           | 25                      | 29                           | 20                      | 21                           |
| <u>PERCEIVED UTILIZATION OF TRAINING:</u>        |                         |                              |                         |                              |                         |                              |
| FAIRLY WELL TO PERFECTLY                         | 80                      | 87                           | 70                      | 84                           | 69                      | 80                           |
| LITTLE OR NOT AT ALL                             | 20                      | 11                           | 30                      | 14                           | 31                      | 18                           |
| NOT IN RANGE                                     |                         | 2                            |                         | 2                            |                         | 2                            |
| <u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u> |                         |                              |                         |                              |                         |                              |
| SATISFIED  | 73                      | 68                           | 70                      | 69                           | 70                      | 73                           |
| NEUTRAL  | 20                      | 17                           | 10                      | 15                           | 13                      | 12                           |
| DISSATISFIED                                     | 7                       | 15                           | 20                      | 16                           | 17                      | 15                           |
| <u>REENLISTMENT INTENTIONS:</u>                  |                         |                              |                         |                              |                         |                              |
| YES, OR PROBABLY YES                             | 53                      | 66                           | 85                      | 81                           | 72                      | 76                           |
| NO, OR PROBABLY NO                               | 47                      | 34                           | 15                      | 19                           | 6                       | 6                            |
| PLAN TO RETIRE                                   | 0                       | 0                            | 0                       | 0                            | 22                      | 18                           |

\* Comparative sample of Logistics career ladders surveyed in 1994 (includes AFSCs 2A5X2 Helicopter Maintenance, 2A6X4 Aircraft Fuel Systems, 2A7X2 Nondestructive Inspection, 2A7X4 Fabrication And Parachute, 2E3X1 Secure Communications Systems, 2F0X1 Fuels, and 2W1X1 Aircraft Armament Systems)

TABLE 24

COMPARISON OF JOB SATISFACTION INDICATORS FOR 2E5X1  
TAFMS GROUPS IN CURRENT AND PREVIOUS STUDY  
(PERCENT MEMBERS RESPONDING)

|   | 1-48 MOS TAFMS          |                          | 49-96 MOS TAFMS         |                          | 97+ MOS TAFMS           |                          |
|---|-------------------------|--------------------------|-------------------------|--------------------------|-------------------------|--------------------------|
|   | 1995<br>2E5X1<br>(N=15) | 1992<br>SAMPLE<br>(N=52) | 1995<br>2E5X1<br>(N=20) | 1992<br>SAMPLE<br>(N=44) | 1995<br>2E5X1<br>(N=54) | 1992<br>SAMPLE<br>(N=84) |
| <u>EXPRESSED JOB INTEREST:</u><br>INTERESTING<br>SO-SO<br>DULL  | 53<br>20<br>27          | 56<br>27<br>17           | 50<br>40<br>10          | 66<br>14<br>20           | 74<br>9<br>17           | 79<br>15<br>6            |
| <u>PERCEIVED UTILIZATION OF TALENTS:</u><br>FAIRLY WELL TO PERFECTLY<br>LITTLE OR NOT AT ALL                  | 67<br>33                | 71<br>29                 | 75<br>25                | 69<br>30                 | 80<br>20                | 81<br>19                 |
| <u>PERCEIVED UTILIZATION OF TRAINING:</u><br>FAIRLY WELL TO PERFECTLY<br>LITTLE OR NOT AT ALL<br>NOT IN RANGE | 80<br>20                | 69<br>28                 | 70<br>30                | 67<br>31                 | 69<br>31                | 74<br>24                 |
| <u>REENLISTMENT INTENTIONS:</u><br>YES, OR PROBABLY YES<br>NO, OR PROBABLY NO<br>PLAN TO RETIRE               | 53<br>47<br>0           | 64<br>32<br>0            | 85<br>15<br>0           | 71<br>26<br>0            | 72<br>6<br>22           | 61<br>11<br>25           |

TABLE 25

## JOB SATISFACTION FOR SPECIALTY JOBS

|  | IMAGERY SYSTEMS<br>MAINTENANCE TECHNICIAN<br>(N=59) | SUPERVISOR/MANAGER<br>(N=14) |
|--|---|------------------------------|
| <u>EXPRESSED JOB INTEREST:</u>                       |   |                              |
| INTERESTING  | 64  | 79                           |
| SO-SO  | 22  | 0                            |
| DULL   | 14  | 21                           |
| <u>PERCEIVED UTILIZATION OF TALENTS:</u>             |   |                              |
| FAIRLY WELL TO PERFECTLY                             | 83  | 79                           |
| LITTLE OR NOT AT ALL                                 | 17  | 21                           |
| <u>PERCEIVED UTILIZATION OF TRAINING:</u>            |   |                              |
| FAIRLY WELL TO PERFECTLY                             | 76  | 71                           |
| LITTLE OR NOT AT ALL                                 | 24  | 29                           |
| <u>SENSE OF ACCOMPLISHMENT GAINED FROM<br/>WORK:</u> |   |                              |
| SATISFIED  | 75  | 79                           |
| NEUTRAL  | 10  | 7                            |
| DISSATISFIED   | 15  | 14                           |
| <u>REENLISTMENT INTENTIONS:</u>                      |   |                              |
| YES, OR PROBABLY YES                                 | 77  | 57                           |
| NO, OR PROBABLY NO                                   | 15  | 7                            |
| PLAN TO RETIRE                                       | 8   | 36                           |



## IMPLICATIONS

This survey was conducted primarily to provide training personnel with current information on the Imagery System Maintenance specialty for use in reviewing current training programs and training documents. Despite the diversity of equipment maintained by AFSC 2E5X1 personnel, the career ladder is homogeneous. The majority of AFSC 2E5X1 personnel spend much of their time doing imagery systems maintenance. Other members either work in a supervisory or management job.

Job progression shows a distinct pattern as one moves from the 3-skill level to the 7-skill level. The present classification structure, as described in AFMAN 36-2108 *Specialty Descriptions*, accurately portrays the jobs in this study. Analysis of career ladder documents indicates the CTS is primarily supported by survey data; however, training personnel and SMEs should review unsupported and unreferenced CTS items.

The findings of this OSR come directly from survey data collected from AFSC 2E5X1 personnel worldwide. These data are readily available to training and utilization personnel, functional managers, and other interested parties. Much of the data are compiled into extracts, which are excellent tools in the decision-making process. These data extracts should be used when training or utilization decisions are made.

APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED  
BY SPECIALTY JOB GROUPS

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**TABLE A1**  
**REPRESENTATIVE TASKS PERFORMED**  
**BY**  
**IMAGERY SYSTEMS MAINTENANCE TECHNICIAN CLUSTER**

| <b>TASKS</b> | <b>TASK STATEMENT</b>  | <b>PERCENT MEMBERS PERFORMING (N=59)</b> |
|--------------|--|--|
| F132         | Remove or install general electrical hardware, such as switches or plugs   | 97                                       |
| G150         | Perform PMIs on processors or mini-labs  | 95                                       |
| E111         | Research technical orders or supply catalogs to locate or identify part or stock numbers                             | 95                                       |
| F130         | Perform corrosion control on imagery systems equipment   | 93                                       |
| E110         | Inventory equipment, tools, or supplies  | 92                                       |
| F133         | Remove or install power cords  | 92                                       |
| G171         | Troubleshoot processor or mini-lab electrical or electronic systems  | 90                                       |
| F128         | Pack or unpack imagery systems equipment   | 90                                       |
| E109         | Annotate PMI logs, forms, or charts  | 88                                       |
| G149         | Perform operational checks on processors or mini-labs  | 88                                       |
| G169         | Troubleshoot processor or mini-lab chemical replenishing systems   | 88                                       |
| G170         | Troubleshoot processor or mini-lab drive systems   | 88                                       |
| G159         | Remove or install processor general electrical or electronic components  | 88                                       |
| G173         | Troubleshoot processor or mini-lab temperature control systems   | 86                                       |
| H239         | Perform PMIs on slide mounters   | 85                                       |
| G172         | Troubleshoot processor or mini-lab recirculation systems   | 85                                       |
| G155         | Remove or install processor drive system components  | 85                                       |
| G174         | Troubleshoot processor or mini lab water systems   | 85                                       |
| G164         | Remove or install processors   | 81                                       |
| G145         | Connect or disconnect processor water-mixing valves  | 80                                       |
| F136         | Troubleshoot electrical motors   | 80                                       |
| E114         | Maintain job control logs  | 78                                       |
| H214         | Perform operational checks on slide mounters   | 78                                       |
| A16          | Participate in general meeting, such as staff meetings, briefings, conferences, and workshops, other than conducting | 78                                       |
| G138         | Adjust processor drive system components   | 78                                       |
| G162         | Remove or install processor rollers or roller bearing system components  | 76                                       |
| E116         | Maintain technical order (TO) or commercial publication files  | 75                                       |
| H290         | Troubleshoot slide mounters  | 75                                       |
| M484         | Perform operational checks on slide projectors   | 75                                       |
| H188         | Adjust slide mounters  | 75                                       |
| E115         | Maintain maintenance record files or forms   | 73                                       |
| A5           | Determine or establish work priorities   | 73                                       |
| A14          | Establish preventive maintenance inspection (PMI) programs   | 73                                       |

**TABLE A2**

**REPRESENTATIVE TASKS PERFORMED**

**BY**

**SUPERVISORS/MANAGERS CLUSTER**

| <b>TASKS</b> | <b>TASK STATEMENT</b>  | <b>PERCENT MEMBERS PERFORMING (N=14)</b> |
|--------------|--|--|
| A16          | Participate in general meeting, such as staff meetings, briefings, conferences, and workshops, other than conducting | 100                                      |
| A1           | Assign personnel to work areas or duty positions   | 100                                      |
| A13          | Establish performance standards for subordinates   | 93                                       |
| A19          | Plan or schedule work assignments or priorities  | 93                                       |
| A8           | Develop or establish work methods or procedures  | 93                                       |
| B33          | Counsel subordinates concerning personal matters   | 93                                       |
| A5           | Determine or establish work priorities   | 86                                       |
| C78          | Write EPRs   | 86                                       |
| E122         | Review supply system report forms such as D04 (Daily Document Register) or D18 (Priority Monitor Report)             | 86                                       |
| C67          | Evaluate personnel for promotions, demotion, reclassification, or special awards                                     | 86                                       |
| C66          | Evaluate personnel for compliance with performance standards   | 86                                       |
| B26          | Adjust daily maintenance plans to meet operational commitments   | 86                                       |
| B48          | Interpret policies, directives, or procedures for subordinates   | 86                                       |
| C57          | Conduct performance evaluation feedback sessions   | 86                                       |
| A11          | Develop self-inspection program checklists   | 86                                       |
| A3           | Determine logistics requirements, such as equipment, personnel, or space   | 86                                       |
| B30          | Conduct supervisory orientations of newly assigned personnel   | 86                                       |
| D99          | Maintain training records, charts, graphs, or files  | 86                                       |
| B43          | Implement self-inspection programs   | 86                                       |
| A2           | Assign sponsors for newly assigned personnel   | 86                                       |
| C80          | Write recommendations for awards or decorations  | 79                                       |
| C75          | Inspect personnel for compliance with military standards   | 79                                       |
| B36          | Direct maintenance or utilization of equipment, supplies, materials, or workspace                                    | 79                                       |
| C55          | Analyze workload requirements  | 79                                       |
| E108         | Draft or write justification letters for supplies or equipment   | 79                                       |
| A4           | Determine or establish publication requirements  | 79                                       |
| A15          | Establish work schedules   | 79                                       |